Alberta Apprenticeship and Industry Training Board

2004-2005 Annual Report

GOING STRONG

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Alberta Advanced Education

Apprenticeship and Industry Training Board

Excellence through training and experience

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September 2005

Honourable Dave Hancock, Q.C.
Minister
Advanced Education
204 Legislature Building
10800-97 Avenue
Edmonton, Alberta T5K 2B6

Dear Mr. Hancock:

I am pleased to provide you with the thirteenth Annual Report of the Alberta Apprenticeship and Industry Training Board. This report covers the Board's operations and achievements for the period April 1, 2004 to March 31, 2005. It also presents a statistical overview of the Alberta apprenticeship and industry training system.

Respectfully submitted,

Brian Bickley
Chair

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Message from the Board Chair

I am pleased to present the Alberta Apprenticeship and Industry Training Board Annual Report for 2004-2005 as this great province celebrates its 100th year!

Looking back

The Board and its partners also have a great year to celebrate. In 2004, the Alberta apprenticeship and industry training system received the prestigious Yves Landry Foundation Award of Excellence for Program of the Year. This national award celebrates collaboration between business, education and government to promote technological education and skills training to address the demand for tradespeople in Canada.

There have been other achievements as well. The Board has made progress in each of the reporting areas of the Board's 2003-2006 strategic plan, including the designation of a new trade and two occupations. The Board's efforts to promote apprenticeship as an excellent post-secondary educational choice through its participation in a pan-Canadian promotional campaign and provincial initiatives are positively impacting public perceptions. Efforts to expand the base of skilled workers by tapping into non-traditional workers, such as Aboriginal people, have proved successful.

Looking ahead

Following the division of Alberta Learning into Education and Advanced Education, industry was pleased to have the responsibility for the apprenticeship and industry training system placed in the Advanced Education ministry along with other parts of the advanced education system. I look forward to a strong relationship with Advanced Education.

The Board continues to strive for its vision of *highly skilled and trained people in designated trades and occupations meeting the needs of industry*. Alberta's need for more tradespeople challenges the system to ensure the province has enough skilled workers to meet the demand. As always, we look forward to addressing this challenge through innovative and effective ways of reaching more people with the message that apprenticeship training leads to rewarding careers. The Board will continue its initiatives to reach youth, Aboriginal people, educators and parents. I am confident the Board's focus will help industry meet the growing demand for tradespeople in the coming years.

Other anticipated activities to support the Board's priorities and advance its goals include:

- enhancing on-the-job training;
- communicating with Alberta school staff and parents to increase awareness of apprenticeship as an excellent post-secondary education choice for youth; and
- hosting the 2005 Industry Committee Network Workshop.

I look forward to continuing the spirit of collaboration for which our system is renowned as we work with industry on these initiatives.

Sincerely,

Brian Bickley
Chair

Apprenticeship at a Glance

Alberta has 50 designated trades (51 as of June 1, 2005) and six designated occupations.

Apprenticeship programs in most of the designated trades are three to four years in length.

Approximately 80 per cent of an apprentice's time is spent on-the-job under the guidance of a certified journeyperson or qualified tradesperson. The other 20 per cent involves technical training provided at, or through, a post-secondary establishment – usually a college or technical institute.

Apprenticeship begins with finding an employer. Employers hire apprentices, pay their wages and provide on-the-job training supervised by a certified or qualified tradesperson.

Apprentices and employers contribute to the cost of technical training by paying tuition fees and purchasing books and other supplies.

Most apprentices are eligible for employment insurance while attending technical training. Apprentices who demonstrate financial need may qualify for a grant while attending technical training.

The most common age for Alberta apprentices to register in their first trade is 19.

The average age of a certified tradesperson in Alberta is 42. (See page 55.)

While in high school, students can become apprentices through the Registered Apprenticeship Program (RAP). In RAP, they obtain hours of on-the-job training and work experience as credit toward both an apprenticeship program and a high school diploma, as well as earn an income.

To date, more than $650,000 has been awarded to Alberta apprentices through the Alberta Apprenticeship and Industry Training Board Family of Scholarships.

Forty-three per cent of apprentices are being trained by employers with 10 or fewer tradespeople and 14 per cent in companies with more than 100 tradespeople.

Alberta's apprenticeship and industry training system relies on a network of over 160 committees made up of approximately 725 individual industry representatives. All trade committees are composed of equal numbers of employers and employees.

Technical training is often delivered through what is called 'block release', where the apprentice spends several weeks a year in classroom training. Technical training is offered in other formats in some trades, including competency-based apprenticeship training (CBAT), distance delivery, weekly apprenticeship training system (WATS), and mobile delivery. *(See Commonly Used Terms in the Appendices for definitions.)*

Although Alberta has only 10 per cent of Canada's labour force, it trains approximately 20 per cent of the country's apprentices.

Alberta welcomes tradespeople from other jurisdictions who hold an Interprovincial Standards Red Seal.

Alberta has produced more tradespeople with an Interprovincial Standards Red Seal than any other jurisdiction in Canada.

Statistics at a Glance – 2004

As of December 31, 2004, there were 40,483 registered apprentices in Alberta.

12,746 new apprentices registered in 2004.

There were more than 760 Aboriginal people registered as apprentices in Alberta.

Apprenticeship registrations have increased by 87 per cent since 1994, and 30 per cent since 1999.

An average of more than 500 people per month earned a trade or occupational certificate.

In 2004-2005, over 1,000 technical training classes were offered.

There were over 11,600 employers training apprentices in Alberta in 2004.

After completing their first year of technical training, 76 per cent of apprentices completed their apprenticeship within two years of their earliest possible completion date.

More than 1,200 high school students were registered in RAP.

Approximately 1,000 employers employed high school students in RAP.

Over 1,700 apprentices who started RAP in high school continued in a regular apprenticeship program.

More than 660 students who started in RAP have gone on to become certified in their trade.

According to a 2004 survey of employers, overall satisfaction with Alberta's apprenticeship and trade certification system remains high with 92 per cent of respondents expressing satisfaction with the system.

The majority of employers who participated in the 2004 employer survey expressed satisfaction with:

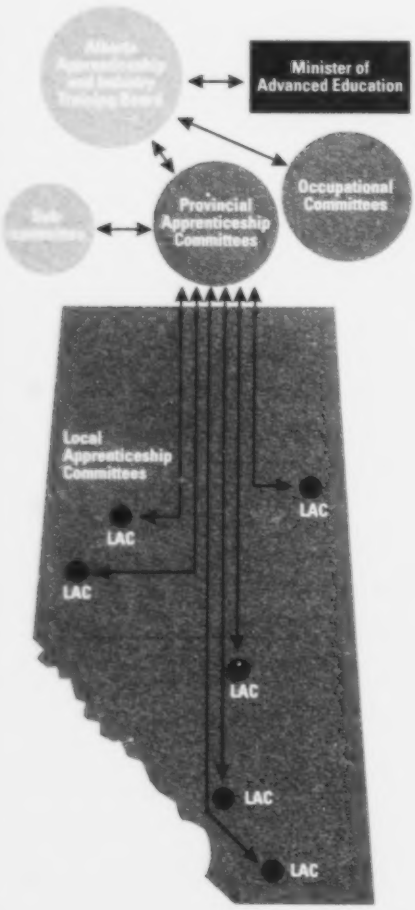
- the skills of certified journeypersons (96%)
- apprenticeship technical training (87%)
- the effectiveness of on-the-job training (96%)

The majority of graduates who participated in the 2005 apprenticeship graduate survey expressed satisfaction with:

- the overall quality of on-the-job training (91%);
- the overall quality of their technical training (93%); and
- based on their experience with the apprenticeship program, would still have chosen to become an apprentice (96%).

Advanced Education staff conducted more than 14,000 employer visits in 2004. Employer visits are done to promote apprenticeship and industry training programs, to work with employers and apprentices to ensure that Alberta has a skilled workforce, and to ensure work that is being done is in compliance with the *Apprenticeship and Industry Training Act*.

Structure and Organization of the Alberta Apprenticeship and Industry Training System



Vision

Highly skilled and trained people in designated trades and occupations meeting the needs of industry.

Mission

To establish and maintain high quality training and certification standards in the apprenticeship and industry training system.

Principles

Accessible – Individuals wishing to pursue a career in the designated trades or occupations have access to apprenticeship and industry training.

Funded by all – Apprentices, trainees, employers and government contribute to the financial cost of training.

Industry-driven – Industry is responsible for setting training and certification criteria and standards, and for providing on-the-job training and work experience.

Supported by government – Government, with advice from industry, has a role in regulating apprenticeship training and helping individuals acquire the skills needed to work in designated trades and occupations.

Collaborative – Apprenticeship and industry training is based on effective partnerships among stakeholders.

Introduction

Alberta's apprenticeship and industry training system is an industry-driven system that ensures a highly skilled, internationally competitive workforce in over 50 designated trades and occupations. This workforce supports the economic progress of Alberta and its competitive role in the global market.

Industry (employers and employees) establishes training and certification standards and provides direction to the system through an industry committee network and the Alberta Apprenticeship and Industry Training Board. The Alberta government provides the legislative framework and administrative support for the apprenticeship and industry training system.

The Alberta Apprenticeship and Industry Training Board – Back row, from left: Hal Williams, Jim Hill, Gerald Clark, Ray Jeffery, John Bond, Rod Moore. Front row from left: Michael Atkin, Les LaRocque, Shirley Dal (Executive Director), Brian Bickle (Chair), Don Roach, Silviana Poplawski. Missing from photo: Raymond Massey, Jeffrey Norris.

The Board's strategic plan

As part of its strategic planning, the Board identified seven strategic drivers that provide the broader context in which the Board developed its strategies and initiatives. The opportunities and challenges presented by each of these strategic drivers determine the focus of the initiatives the Board will undertake to enhance apprenticeship and industry training in Alberta.

Introduction

Strategic Drivers

Globalization and Competition
Globalization presents new work opportunities and challenges for highly skilled Albertans, but Alberta must compete to attract and retain investment, skilled workers, and high value-added industries. A highly skilled, knowledgeable and productive workforce prepared for success in a global economy provides a competitive advantage.

Technology
Rapid technological advancement is transforming the way people live, work, learn and communicate. The apprenticeship and industry training system faces ongoing challenges related to equipping apprentices to work in a world where information and communications technologies continue to play an influential role. The apprenticeship and industry training system has a continuing role in optimizing the use of technology to enhance training opportunities in Alberta.

Changing Programs and Curricula
To keep pace with the changing demands of the knowledge economy, the Board needs to anticipate and plan for the future. It also must take into account labour market trends, globalization and advances in technology by responding with appropriate programs and curricula.

Demographics
Like other jurisdictions, Alberta will continue to experience significant demographic shifts over the next decade, including an aging population, low birth rates, rural depopulation and an increasing post-secondary population. Demographic changes will exert additional pressure on the sustainability of the apprenticeship and industry training system.

Continuous Improvement
Sustaining and continuously improving a quality apprenticeship and industry training system requires the innovative design, development and administration of outcomes and performance measures to assess apprentice achievement and employer satisfaction. These and other tools, such as surveys, help to inform the Board's decision-making processes, continually improve the quality of apprenticeship and industry training in Alberta and ensure excellence from apprentices and the system.

Industry Interests and Concerns
Building on the recognized strengths and achievements of Alberta's apprenticeship and industry training system requires the continued involvement of industry. Alberta apprentices will benefit from the Board continuing to work together with industry and other stakeholders in the face of growing expectations, finite resources and rapidly changing economic and social forces.

Politics and Economics
Alberta's economy is heavily influenced by the price of oil, gas and related construction activity. Factors beyond the control of the Board and the Alberta government, such as international political conflict and national or international energy and environmental policies relating to the production of oil, also impact Alberta's economy.

Introduction

Goals and Priorities

The Board's strategic plan focuses on achieving two goals that will enhance Alberta's apprenticeship and industry training system:

- high standards of training and certification,
- a highly responsive and responsible Board and industry network.

To meet these goals, the Board identified five priorities.

- Research and develop non-traditional sources of workers.
- Work with industry to enhance on-the-job training.
- Pursue and promote the transferability and recognition of credentials of certified tradespeople.
- Enhance the image of the trades.
- Ensure that Alberta's apprenticeship and industry training system remains accessible, affordable and sustainable.

This annual report is organized around these priorities.

Celebrating Collaboration

First Individuals to be Certified in the New Petroleum Services Occupations - *From left:* Ryan White, Kevin Peterson, Honourable Dave Hancock (Minister of Advanced Education), Allen Townsend, Jason Tremblay, Mark Wohlgemuth

Several achievements during this past year highlight the collaborative nature of Alberta's apprenticeship and industry training system.

Alberta Apprenticeship and Industry Training – Program of the Year

Alberta apprenticeship and industry training was honoured to receive the prestigious Yves Landry Foundation Award of Excellence 2004 for Program of the Year.

Shirley Dul, Executive Director, Apprenticeship and Industry Training, Alberta Advanced Education, accepted the award at the 5th Annual STARS Technological Education Awards Gala Celebration in Toronto, Ontario on November 18, 2004.

The national awards recognize individuals and businesses that best exemplify the vision of the late Yves Landry, Chairman, President and CEO of Chrysler Canada (1990-1998) of forging strong connections between business, education and government to promote technological education and skills training to address the demand for tradespeople in Canada.

New Designations

Petroleum services occupations designated
Two occupations in the upstream oilfield supply and manufacturing industry joined the list of designated occupations in Alberta. Effective January 1, 2005, oil and gas transportation services and well testing services supervisor became Alberta's newest designated occupations.

The Petroleum Services Association of Canada, representing the interests of more than 245 oilfield service, supply and manufacturing companies contracted almost exclusively to the oil and gas industries, applied for the designation of petroleum services occupations as designated occupations under the *Apprenticeship and Industry Training Act*.

The new occupations will benefit Albertans and the Alberta economy through increased productivity, economic growth and competitiveness for the industry. Designation will also benefit employers, employees and Alberta's petroleum industry through formalized standards, increased quality assurance, increased labour mobility, and greater ability for individual career planning.

"Recognizing the rig-hand as a tradesperson identifies what every rig-hand knows: operating a drilling rig is a highly skilled job. With trade designation, they will receive standardized, quality training and the recognition they deserve."

Don Herring, President, Canadian Association of Oilwell Drilling Contractors
Excerpt from Advanced Education News Release
October 5, 2004

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Celebrating Collaboration

Trade Facts

A **drilling rig** consists of a derrick, draw-works and other surface equipment that provide the forces needed for drill pipe to bore a hole into the earth. The drilling rig drills the initial hole for the oil or gas well. After the drilling rig reaches the layer of earth that contains oil or gas, it is removed from the site.

A rig crew consists of one or two floorhands, a motorhand, derrickhand and driller. Additionally, a drilling rig will have a rig manager (tool push) who manages the rig. A rig typically has three crews. The new trade will include the motorhand, derrickhand and driller in its scope.

Rig technician designated

Approximately 10,000 workers in the oil and gas well drilling industry will benefit from the designation of rig technician. Rig workers will see more consistent industry standards, better quality training, and improved workplace safety and productivity.

The Canadian Association of Oilwell Drilling Contractors, on behalf of the Alberta oil and gas well drilling industry set the designation process in motion. Increased complexity, technology, and safety requirements have made it increasingly difficult for industry to train workers to a consistent standard.

Effective June 1, 2005, rig technician will join more than 50 trades and occupations currently designated in Alberta's apprenticeship and industry training system.

The designating of rig technician as a compulsory certification trade means that all motorhands, derrickhands and drillers must be certified tradespeople or registered apprentices to work in the trade. A process will be implemented to recognize the skills of those already working in the trade. The requirements for different workers will be phased in commencing June 1, 2005. Based on the number of drilling rigs in Alberta, it is estimated that once the program is established, there will be between 1,000 and 2,000 registered apprentices in the rig technician trade each year.

Celebrating Collaboration

"The crane and hoisting equipment operator trade plays a major role in maintaining Alberta's vibrant economy. For example, during peak construction, there can be as many as 200 cranes at work on the oilsands at the same time - that's huge. Plus, we have some of the largest and most technically advanced mobile cranes in the world working right here in Alberta."

Jack Lane, Presiding Officer, Crane and Hoisting Equipment Operator Provincial Apprenticeship Committee

Excerpt from Advanced Education News Release September 29, 2004

New Equipment

The collaborative nature of Alberta's apprenticeship and industry system made it possible for crane and hoisting equipment operator apprentices at the Northern Alberta Institute of Technology (NAIT) to learn the trade with new equipment.

The Board, through the Crane and Hoisting Equipment Operator Provincial Apprenticeship Committee, worked with industry and NAIT to identify the equipment needs of the apprenticeship program in this trade.

More than $1.2 million from the Government of Alberta and $180,000 raised by NAIT, with the assistance of industry partners, covered the cost of the equipment. Crane and hoisting equipment operator is a compulsory certification trade with approximately 1,600 apprentices currently registered.

Gaining Insight Through Surveys, Ensuring Accountability

The Board is accountable to Albertans for the performance of the apprenticeship and industry training system and is committed to pursuing the highest level of performance. One measure of the effectiveness of the system is the survey of employer satisfaction conducted in alternate years. The employer satisfaction survey seeks to understand:

- employer satisfaction with the effectiveness of apprenticeship training; and
- the responsiveness of the apprenticeship and industry training system to the skill requirements of the Alberta economy – measured by the extent to which employers' requirements for skilled journeypersons are accommodated by the apprenticeship and industry training system.

This year, the Board conducted a comparison of the 1998-2004 survey data. Overall, the research results indicate an overwhelmingly high level of satisfaction with Alberta's apprenticeship system.

Some of the results of the most recent employer survey are found throughout this annual report. A survey of apprenticeship graduates is slated for 2005.

Non-Traditional Sources of Workers

To ensure the sustainability of the apprenticeship and industry training system, the Board must be responsive to labour market demands for more tradespeople. Developing initiatives that tap into non-traditional sources of workers to meet the need for more tradespeople will help Alberta sustain the system and remain competitive in the global environment.

Trade Facts

The goals of the Youth Apprenticeship Project (YAP) are to:

- encourage students to stay in school and earn a high school diploma;
- encourage students to consider careers in the trades and agriculture-related occupations;
- increase the number of students choosing a career in a trade or in agriculture; and
- help ensure employers have access to the skilled workers they need.

Youth Apprenticeship Project launched

October 5-7, 2004 marked the official launch of the Youth Apprenticeship Project (YAP) in three communities: High Prairie, Lac La Biche and Wabasca. As of September 2004, five schools were piloting YAP with more than 240 Grade 7 students enrolled.

- High Prairie: 110 students in Prairie River Junior High School and Grouard Northland School.
- Lac La Biche: 30 students in Dr. Swift Middle School.
- Wabasca: 110 students in Bigstone Community School and Mistassiny School.

The YAP pilot project allows Grade 7 and 8 students to explore career options through various activities such as worksite visits and demonstrations of skills by certified tradespeople. In Grade 9, students may begin apprenticing in the trades or train in occupations or agriculture-related careers.

Participation in the YAP allows students to:

- get a head start and earn credits toward their high school diploma;
- train to work in a locally needed trade or occupation;
- gain hours toward an apprenticeship program;
- earn money while apprenticing; and
- earn safety and other career-related certificates.

Teachers from the five participating schools repackaged applicable Career and Technology Studies modules for use by the junior high students. The teachers were trained to deliver these components as part of the YAP.

Verbal feedback received from the launches confirms the project will benefit students by giving them the information and experience to make informed career choices while staying in school until graduation.

An evaluation of the YAP is scheduled for fall 2005.

Non-Traditional Sources of Workers

Trade Facts

Alberta established the Registered Apprenticeship Program (RAP) to help students begin to learn a trade while in high school. As of December 31, 2004:

- Approximately 1,000 employers currently employ high school students in RAP.
- More than 1,200 high school students were registered in RAP.
- More than 1,700 apprentices who started RAP in high school are currently continuing in a regular apprenticeship program.
- Over 660 students who were in RAP have gone on to become certified in their trade.
- Over 5,000 apprentices have participated in RAP since its inception in 1991.

Registered Apprenticeship Program going strong

Under the Registered Apprenticeship Program (RAP), Alberta high school students become employed apprentices while still attending high school. Starting as early as Grade 10, students can earn credit toward both a high school diploma and a trade certificate. They can also earn an income of minimum wage or more.

Students choose a trade, find an employer, and receive on-the-job training and work experience while they continue to attend high school.

The Board and Alberta Advanced Education continue to provide support and funding to CAREERS: The Next Generation to promote and expand RAP. CAREERS: The Next Generation is an industry driven, private/public partnership working to develop the skills of Alberta youth to meet industry labour needs.

Trade Facts

Over 760 Aboriginal people participate in apprenticeship training in Alberta.

Alberta Aboriginal Apprenticeship Project proving its success

The Board continues to support the Alberta Aboriginal Apprenticeship Project (AAAP), a joint venture between industry, Aboriginal representatives and the federal government. The AAAP is designed to increase Aboriginal participation and successful completion of Alberta apprenticeship programs. It successfully links employers with potential Aboriginal apprentices and provides support to help build successful working and learning relationships.

As of March 2005, the AAAP had more than 100 registered apprentices participating in over 23 different trades, including carpenter, electrician, machinist and welder. The first Aboriginal apprentice from the AAAP was certified in the cook trade on March 31, 2005. Over the past year, the project has expanded to include Calgary and Lethbridge, making it operational in five Alberta communities including Edmonton, Fort McMurray and High Level.

Trade Facts

Addressing Needs of Potential Aboriginal Apprentices

Apprenticeship and Industry Training, in collaboration with stakeholders and with the support of the Board, is researching the need for an essential skills program to assist Aboriginal people to participate in apprenticeship programs and to help them retain employment in the trades. This initiative, Apprenticeship Preparation for Aboriginal People, is expected to include course content such as fundamental trade skills, workplace expectations, trade terminology, and other necessary essential skills. Research with Aboriginal organizations, training institutions, employers, employer associations and others is underway.

Aboriginal communication strategy - further steps

Building on the Board's support for the AAAP, research was conducted to develop a communication strategy to help build awareness of careers in the trades among Aboriginal people, youth, parents, educators and employers. The Aboriginal communication strategy has now entered its third year.

In 2004, the strategy focused on developing tools to encourage young children to explore careers in the trades. These materials build on the *Step into the Trades*[1] guide produced for junior and senior high school students and the *Guide for Career Counsellors and Educators* produced in 2003. The materials have been distributed province-wide in an effort to reach the Aboriginal community throughout Alberta.

Parents of children in Kindergarten to Grade 6 were provided with a one-page fact sheet explaining the benefits of apprenticeship training.

The *Step into the Trades Colouring and Activity Book* was developed and delivered to almost 220,000 children in Kindergarten to Grade 4. The pictures to be coloured are of tradespeople working, and the activities illustrate work in the trades. About 6,000 sets of *Step into the Trades Playing Cards* were distributed to Grades 2 to 4. The playing cards have colourful illustrations and short descriptions of each of the trades. A simple game reinforces the names of the trades and trade categories.

For Grades 7 to 9 students, approximately 140,000 *Step into the Trades – Finding Your Career Path* comic books were distributed. The comic book depicts the journey of Aboriginal students as they determine their career direction, research the trades, and begin their apprenticeship programs. The comic reinforces apprenticeship training as post-secondary education that can lead to great careers with excellent earning potential.

Two Aboriginal Youth Ambassadors, one in northern Alberta and one in southern Alberta, continue to spread the word about the careers in the trades and the benefits of apprenticeship training through school presentations around the province.

[1] The Step into the Trades guide provides an overview of apprenticeship training and detailed descriptions of all the trades and occupations.

On-the-Job Training

Trade Facts

The majority of employers who participated in the 2004 employer survey were either very satisfied or satisfied with the proficiency of certified tradespeople in the following areas:

- hand skills (96%)
- communication with co-workers (96%)
- knowledge of trade theory (95%)
- ability to teach to apprentices (92%)
- supervisory skills (86%)
- ability to use safe practices (97%)

Compared to results reported in 2002, the percentage of respondents that indicated they were "very satisfied" increased across all attributes in 2004.

Employer visits

Advanced Education staff offer employers advice and support related to on-the-job training through employer visits and other client contact. Advanced Education staff conducted more than 14,000 employer visits in 2004. Some activities that take place during employer visits that enhance on-the-job training include:

- providing information about relevant apprenticeship and industry training programs and services;
- monitoring and assessing apprentice training at the job site to ensure appropriate experience and related training is occurring;
- providing employee and employer counselling with respect to training responsibilities; and
- consulting with employers and employees regarding existing and future training needs and special requirements.

Transferability and Recognition of Credentials of Certified Tradespeople

Trade Facts

Journeyman Certificates are granted to apprentices who successfully complete an Alberta apprenticeship program.

Occupational Certificates are granted to individuals who demonstrate they have achieved the specified competencies of a designated occupation.

Qualification Certificates are granted to individuals who, through an assessment of their prior work experience, knowledge and skills in a designated trade or occupation, demonstrate they meet the standards set for certification in Alberta.

Blue Seal offers opportunity

The Achievement in Business Competencies (Blue Seal) Program offers Alberta trade and occupational certificate holders an opportunity to develop and earn recognition for a broader set of workplace skills. It offers an opportunity to develop business skills by completing a program of study that is recognized by the Board, or by completing 150 hours of study at one of many approved training institutions around the province in subjects such as finance, marketing, management and entrepreneurship. The combination of trades and business knowledge signified by Blue Seal certification enhances the holder's employability and is an asset for those wishing to start their own business.

Alberta Society of Engineering Technologists' Recognition

The Board began working with the Alberta Society of Engineering Technologists (ASET) to update 1989 agreements respecting the recognition of journeyman certificates toward ASET certification. ASET recognition may identify additional career pathways for individuals considering a career in the trades.

Ensuring Accessibility, Affordability and Sustainability

Trade Facts

Alberta has produced more tradespeople with an Interprovincial Standards Red Seal than any other jurisdiction in Canada.

Accessibility

Government works with industry to ensure the apprenticeship and industry training system meets future demands. Under the leadership of the Alberta Apprenticeship and Industry Training Board, the system is continually responding and evolving to meet the needs of Alberta industry. Together, the Board and government have increased access to training in the trades by:

- recognizing prior learning and work experience and providing advanced standing in an apprenticeship program;
- offering over 1,000 apprenticeship technical training classes; and
- providing flexible delivery of apprenticeship technical training, such as the traditional 'block release', distance delivery, mobile delivery, one-day-a-week delivery (WATS), and competency-based apprenticeship training (CBAT). *(See Commonly Used Terms in Appendices for definitions.)*

Affordability

In 2004-2005, apprentices paid $650 for eight weeks of technical training ($81.25 per week of training) in tuition fees. In August 2005, apprentice tuition fees are scheduled to increase to $775 for an eight-week session ($96.88 per week of training). However, in Alberta's centennial year apprentices will pay the same for apprenticeship technical training as they did in 2004-05. The Alberta government has indicated that it will pay the scheduled tuition fee increases in the 2005-06 academic year for all post-secondary students, including apprentices.

Apprentices who are able to demonstrate financial need have access to financial assistance in the form of a grant to help pay for tuition, books, supplies and living expenses.

The Board will continue to monitor tuition fees and ensure apprentices and employers are aware of the financial assistance available.

Trade Facts

There were 40,483 registered apprentices in Alberta. Of that number, 12,746 began in 2004.

Sustainability

As of 2004, a member of the Alberta Apprenticeship and Industry Training Board represents the Board on the newly created Careers and Technology Studies (CTS) Advisory Committee. The committee, led by Alberta Education, provides advice and assistance on the revision and refocus of the CTS program. The committee also provides input on program implementation and assessment of student learning and offers assistance on the authorization of teaching and learning resources.

The Board's presence on the CTS committee will help focus on keeping the system sustainable by providing perspectives on the current and forecasted needs of industry with respect to skills and skilled labour demand.

Enhancing the Image of the Trades

Alberta Apprenticeship and Industry Training Board Awards – Guest Speaker: Bobbie Beddoes, owner and operator, Pixie Gardens; Winner of the 2003 Top Apprentice Award for the landscape gardener trade.

"The apprenticeship program is a great platform for so many opportunities and it gives you a solid base of knowledge, experience and support to take with you down whatever career path you decide to take."

Bobbie Beddoes, owner and operator, Pixie Gardens, Calgary; Winner of the 2003 Top Apprentice Award for the landscape gardener trade

Given the demographic changes underway in Alberta, there is a need to ensure that the skilled workforce is maintained and that youth, parents and educators understand the opportunities apprenticeship training provides. One way to achieve this is to enhance the image of apprenticeship as an excellent, post-secondary educational choice. In 2004-2005, the Board participated in several initiatives that ensured youth, and those who influence them (parents and educators), have the information they need about apprenticeship training and careers in the trades.

New communications plan

In 2004, the Board approved a new communications plan for 2004-2007 that aligns with the objectives of the Board's strategic plan. The plan offers ways of supporting the promotional work of apprenticeship and industry training staff and the involvement of the Board in the Canadian Apprenticeship Forum promotion initiative. It also incorporates the promotional ideas gathered at the 2003 Industry Network Workshop.

The overall goal of the communication plan is to improve perceptions of apprenticeship and careers in the trades in a way that encourages greater participation at all levels of Alberta's apprenticeship and industry training system.

Helping high school students find their place in the trades

Now in its fourth year, the Board-sponsored *Helping High School Students Find Their Place in the Trades* project provides high school staff with information on apprenticeship training, careers in the trades and resources available for advising students.

Information sessions were held in Grande Prairie, Hinton, Red Deer and Calgary in 2004-2005. The Board continued its efforts to promote these sessions to parents. Keeping parents informed makes them better able to help their children with career decisions.

The Board continued to provide high school counsellors with the electronic newsletter, *Apprenticeship News*, initiated in 2003. In 2004, two new issues were developed and distributed. Additionally, schools were provided with the new *Step into the Trades* guides – one for students and one for educators and counsellors. The guides, based on the versions produced in 2003 for Aboriginal readers, offer detailed information on apprenticeship training and all the trades and occupations, including the various skills and interests associated with each.

Enhancing the Image of the Trades

Interprovincial activities continue

This year, the Board continued to participate in interprovincial activities contributing to building a larger certified workforce with breadth and depth and the mobility to meet the challenges of today's work environment.

The board is pleased to work closely with interprovincial organizations such as:

- the Canadian Council of Directors of Apprenticeship, which is responsible for the management of the Interprovincial Standards (Red Seal) Program;
- the Interprovincial Alliance of Apprenticeship Board Chairs, which is made up of provincial board chairs from each province and territory including the Alberta Board chair; and
- the Canadian Apprenticeship Forum.

Trade Facts

By working with interprovincial organizations such as the Canadian Apprenticeship Forum (CAF), the Board contributes to interprovincial activities that build a larger certified workforce to meet the challenges of today's work environment. The chair of the Alberta Apprenticeship and Industry Training Board is a member of the CAF board. CAF is a not-for-profit organization that promotes and supports the apprenticeship training and education systems in Canada.

Board supports pan-Canadian promotion campaign

In 2004-2005, Alberta participated in a pan-Canadian promotional campaign called *Skilled Trades: A Career You Can Build On* jointly developed by the Canadian Apprenticeship Forum (CAF) and Skills Canada. The campaign's primary objective is to change the perception of careers in skilled trades among youth, parents and educators. A second and equally important objective of the campaign is to encourage employers to hire and train more apprentices.

September 2004 marked the start of television, radio, Internet, movie and magazine advertisements about careers in the trades. The Board contributed to the initiative by:

- communicating to industry information about the pan-Canadian campaign through its newsletter, *Apprenticeship Update*;
- promoting the website link, **www.careersintrades.ca**;
- distributing a CD-ROM containing the campaign advertisements and fact sheet to the industry committee network and other key audiences; and
- helping distribute campaign materials such as brochures and posters.

Other jurisdictions interested

Other jurisdictions continue to show interest in Alberta's apprenticeship and industry system – a system that relies on industry to identify its training and certification needs, to set standards and to provide the overall strategic direction for the system. Bermuda and Cuba as well as Trinidad and Tobago, continue to contract with Advanced Education for assistance and services.

Value of trades and occupations promoted

This past year, the Board continued its efforts to promote the value of certification. The *Apprenticeship Update* newsletter continued to feature tradespeople, apprentices and employers in every issue, putting a human face on the more than 50 designated trades and occupations. Additionally, the Board profiled Skills Canada in a special *Apprenticeship Update* insert, including promoting Alberta as the host of the 2009 WorldSkills Competitions.

Celebrating Excellence

Alberta Apprenticeship and Industry Training Board Awards – Guest Speaker Jim Carter, President and Chief Operating Officer, Syncrude Canada Ltd.

"Our society will be much better off because of the strong, new generation of leaders and builders – people who will help make a great contribution to our economy and our society."

Jim Carter, President and Chief Operating Officer, Syncrude Canada Ltd.

Top Apprentice Awards - From left: W. J. (Bill) Byrne, Deputy Minister of Advanced Education; Tyson Frank, Top Apprentice, Refrigeration and Air Conditioning Mechanic; Brain Bickley, Chair, Alberta Apprenticeship and Industry Training Board.

Alberta Apprenticeship and Industry Training Board Awards

The eighth annual Alberta Apprenticeship and Industry Training Board Awards took place in Calgary February 17, 2005. The awards ceremony honours top apprentices, top employers and instructors, all critical to the success of the apprenticeship and industry training system.

Approximately 350 guests attended the celebration, including family, friends and employers of honoured award recipients. Alberta Apprenticeship and Industry Training Board members, presiding officers and members of the industry committee network, representatives of employer and employee associations, and public institutions offering apprenticeship technical training also participated in this important recognition event.

Top Apprentice

At the awards ceremony, 54 individuals[1] received a Top Apprentice Award for the 2004-2005 school year. This award is presented to Alberta apprentices in their final period of apprenticeship in each trade or branch of a trade who have the highest combined mark (institute theory, institute practical, industry theory and industry practical) and a strong recommendation from their employer.

Employer Award of Excellence

The Employer Award of Excellence celebrates the outstanding contributions that employers have made to apprentices and to apprenticeship training in Alberta. The 2004 recipients were:

North: Cycle Works Ltd. in Edmonton
South: Quinn Contracting Ltd. in Blackfalds

These employers have demonstrated a strong support of apprenticeship training, made efforts to increase an apprentice's success, and created an environment of excellence.

Top Instructor

Each year, two Top Instructor Awards are presented - one for the north region and one for the south region of Alberta. Apprentices may nominate an instructor who taught them apprenticeship technical training. Of the more than 100 nominations received for the awards this year, the following two instructors received the Top Instructor Award for 2004-2005:

North: Mr. David Paré, an electrician instructor at NAIT
South: Mr. Frank Pawlak, a carpenter instructor at Lethbridge Community College

The award celebrates the exceptional support that these instructors offer to the apprentices they teach. They have performed beyond the requirements of a good instructor, they have excellent presentation skills, and they are fair, friendly and firm.

[1] See appendices for list of recipients

Celebrating Excellence

Advanced Education Minister Announces Additional 450 RAP Scholarships for 2005 - *From left:* Don Oborowski, President and Chief Operating Officer, Wainwright Steel Fabricators Ltd.; Deb Mirau, RAP Coordinator, St. Joseph High School; Bradley Olynyk, Journeyman Welder; and RAP Scholarship Recipient; Honourable Dave Hancock, Minister of Advanced Education; Nicole Dioga, RAP Structural Steel and Plate Fitter Apprentice; Jacob Pelletier, RAP Cook Apprentice; Rod Moore, Member, Alberta Apprenticeship and Industry Training Board

Trade Facts

To date, more than $650,000 has been awarded to Alberta apprentices through Alberta Apprenticeship and Industry Training Scholarships. The scholarships are a joint initiative between the Alberta Apprenticeship and Industry Training Board, Advanced Education and industry.

Apprenticeship and Industry Training Board Family of Scholarships

Registered Apprenticeship Program (RAP) Scholarships

The Board recognized 50 apprentices[1] for receiving a $1,000 RAP scholarship at a ceremony hosted by CAREERS: the Next Generation in November 2004. Apprentices receive $700 in their first year of technical training and $300 in their second year. These scholarships were created through a partnership between industry, the Alberta Apprenticeship and Industry Training Board, and the Alberta government. These scholarships recognize RAP students based on employer recommendations, comments from the RAP student indicating their interest in a career in the trades, and teacher or counsellor letters of recommendation. They also encourage them to continue their apprenticeship program after completing high school.

Alberta Apprenticeship and Industry Training Scholarships

In October 2004, 169 individuals[1] received a $1,000 Alberta Apprenticeship and Industry Training Scholarship designed to recognize excellence and to encourage recipients to complete their apprenticeship or occupational training programs. Some of the scholarships have a financial need component, while others are designated for:

- a specific trade or occupation;
- applicants of Aboriginal descent; or
- women in non-traditional trades.

The generous support of close to 300 organizations, associations, individuals from industry and the Alberta government made these scholarships possible.

Skills Competitions

The Board is pleased to continue encouraging the involvement of Alberta apprentices in skills competitions. In these competitions, students compete in Olympic-style practical challenges that demonstrate their technical and leadership abilities in the areas of communications, construction trades, employment, manufacturing, transportation and services.

The Board supports Skills Canada Alberta to showcase the talents of Alberta apprentices in competitions provincially, nationally and around the world, and to raise the profile of the trades with students, parents and educators. The competitions prepare young people for their careers by teaching them leadership, teamwork and problem-solving skills that will help them succeed. The result is well-trained and well-prepared young people that can help meet the growing needs of industry and the labour market.

[1] See Appendices for list of recipients.

Celebrating Excellence

Outgoing Board Members - *From left:* Bob Genée, Marsha Cowley, Craig Evans, Frank Duffin

The Fall/Winter 2004 issue of the Board's newsletter, *Apprenticeship Update*, included a special insert focusing on the skills competitions – the many talented competitors, the detailed organization of the events, and the participation of industry through funding, equipment and volunteers. Representatives from industry and the training providers help design projects, set standards, organize materials and equipment, recruit judges and manage events on the day of the competition.

Provincial Skills Competition

Approximately 650 young Albertans demonstrated their talents in competitions ranging from autobody to welding in the 2004 Provincial Skills Competition in Edmonton on May 11 and 12. The 2005 Provincial Skills Competition is scheduled for June 1 and 2 in Edmonton. The philosophy of the Provincial Skills Competitions is to reward students for excellence, to directly involve industry in evaluating student performance, and to keep training relevant to employers' needs.

Canadian Skills Competition

Winnipeg, Manitoba hosted the 10th Canadian Skills Competition May 27 to 30, 2004. Albertans can be proud of the 10 Alberta apprentices who captured five gold, four silver and one bronze. The Canadian Skills Competition is coming to Edmonton's Northlands Agricom on June 4 and 5, 2005.

Hosted annually since 1993, the Canadian Skills Competition is Canada's largest national multi-trade and technology competition for Canadian students and apprentices. It helps raise awareness of the trades and technologies among students, parents and educators. The 2004 event attracted 450 secondary and post-secondary students from across Canada.

WorldSkills Competitions

The WorldSkills Competition promotes worldwide awareness of the importance of skilled trades to the prosperity of a nation. Alberta apprentices will head to Helsinki, Finland, May 26-29, 2005 to compete in the 38th WorldSkills Competitions. Every two years, hundreds of young people under 23 years of age from nearly 40 countries around the world compete with each other in more than 40 trade and technology areas.

WorldSkills Competitions will take place in Japan in 2007. In 2009, Alberta will welcome the world to the 40th WorldSkills Competitions in Calgary. Hosting WorldSkills in Alberta provides an excellent opportunity to increase awareness of careers in trades and technology and, in turn, help address the province's need for skilled workers.

Additional Accomplishments

Changes to trades and occupations enhance programs

In collaboration with Provincial Apprenticeship Committees (PACs), the Board implemented changes to several trades. The changes enhance program content, program delivery and clarify terminology.

Elevator Constructor Trade

Changes:

- Changed from three periods with 8,000 hours of on-the-job training to four periods of not less than 12 months each with 1,800 hours of on-the-job training in each period.
- Removed the prescribed minimum percentage of wages to be paid to apprentices.

Impact:

- The description of the term and period of apprenticeship now more closely resembles similar trades.
- Apprentice wages exceed the wage percentage previously prescribed. Potential confusion to apprentices and employers will be decreased with the removal of the wage provision during the transition from three to four periods.

Crane and Hoisting Equipment Operator Trade

Changes:

- Clarified the descriptions of conventional and hydraulic mobile cranes.
- Included self-erecting cranes in the definition of a tower crane.
- Expanded the scope of the mobile crane branch and heavy boom truck craft to allow mobile crane and heavy boom truck operators to operate tower cranes.
- Amended the boom truck definition to establish the lower lifting capacity of boom trucks.
- Expanded the scope of the wellhead boom truck craft of the boom truck branch to include snubbing operations and the rig-up and rig-out of slant service rigs.

Impact:

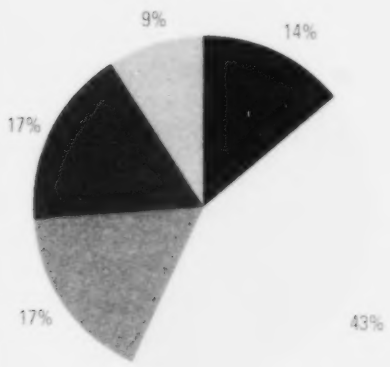
- The amended boom truck definition addresses the differences between telescoping (stiff) booms and articulating booms.
- The changes to the definition of conventional and hydraulic mobile cranes ensures the trade regulation includes technically correct terminology eliminating possible uncertainty for mobile crane operators.
- Classifying self-erecting cranes as tower cranes ensures consistency with the Canadian Standards Association classification of self-erecting cranes.
- Expanding the scope of the mobile crane branch and heavy boom truck craft recognizes that mobile crane and heavy boom truck operators have the necessary skills to supervise and train tower crane operators, and to operate tower cranes.
- Changes to the lower lifting capacity of boom trucks enables limited-scope operators to operate the following without being an apprentice or a certified tradesperson:
  - boom trucks with stiff booms with a lifting capacity of less than five tons (4.5 tonnes);
  - articulating boom trucks with live lines with a lifting capacity of less than five tons (4.5 tonnes); and
  - articulating boom trucks without live lines with a lifting capacity of less than eight tons (7.3 tonnes).
- Operators performing snubbing operations and the rig-up and rig-out of slant service rigs are now required to be a certified tradesperson or a registered apprentice.

Trade Facts

In 2004, an average of more than 500 people per month earned a trade or occupational certificate in Alberta.

Additional Accomplishments

Share of Total Apprentices Being Trained by Employer Size, 2004*



Number of Tradespeople

- 10 or Less (43%)
- 11-20 (17%)
- 21-50 (17%)
- 51-100 (9%)
- Greater than 100 (14%)

Source: Alberta Advanced Education, January 2005

* The size of the shop is determined by the number of tradespeople employed

Insulator Trade

Change:

- Changed the tasks, activities and functions of the trade to include installation and removal of protective coatings.

Impact:

- The trade regulation now clearly reflects the work insulators perform with hazardous substances like asbestos.

Ironworker Trade

Change:

- Changed from three periods of not less than 12 months each with 1,500 hours of on-the-job training in each period to four periods of not less than nine months each, 1,125 hours of on-the-job training in each period and six weeks of technical training in each period.
- Changed the technical training requirement for metal building systems erector to two periods while the on-the-job training requirement remains the same at 24 months and 3,000 hours.
- Changed wage rate percentages to reflect the increased number of periods in the ironworker branch of the trade.

Impact:

- The change in the number of periods (from three to four) makes scheduling of technical training more flexible and affordable for apprentices.
- The changes to the technical training for metal building systems erector branch of the trade coincide with the changes to the ironworker branch of the trade.

Power Lineman Trade

Change:

- Changed the tasks, activities and functions of the trade to incorporate activities related to drilling holes and installing poles performed by digger derrick trucks.

Impact:

- These regulatory changes along with adjustments to technical training allow power linemen to operate boom trucks while performing tasks related to the power lineman trade without having crane and hoisting equipment operator certification.

The Board approved the following trade and occupation course outlines or competencies in 2004-2005:

- Refrigeration and air conditioning mechanic
- Water well driller
- Power lineman
- Electrician
- Oil and gas transportation services (six branches) competencies
- Well testing services supervisor (three levels) competencies
- Tilesetter
- Power system electrician
- Concrete finisher
- Rig technician

Additional Accomplishments

"The reason the Alberta apprenticeship and industry training system is successful is because it isn't telling business what to do, it's asking business to be involved to make it a better system. I know the system is constantly being reviewed to ensure that it's meeting the needs of the industry."

Don Obrowsky, President and Chief Executive Officer
Wayward Steel Fabricators Ltd.

Regulations reviewed

All trade and occupation regulations have an expiry date to ensure they are reviewed for ongoing relevancy and necessity. The Board evaluates each trade and occupation for continued viability and sustainability, and reviews the trade or occupation regulation to ensure it continues to reflect the needs of industry.

The Board reviewed and extended the expiry dates of the following 19 trade regulations:

- Appliance Service Technician Trade Regulation
- Baker Trade Regulation
- Bricklayer Trade Regulation
- Carpenter Trade Regulation
- Concrete Finisher Trade Regulation
- Electrical Motor Systems Technician Trade Regulation
- Floorcovering Installer Trade Regulation
- Insulator Trade Regulation
- Landscape Gardener Trade Regulation
- Locksmith Trade Regulation
- Millwright Trade Regulation
- Painter and Decorator Trade Regulation
- Power Lineman Trade Regulation
- Refrigeration and Air Conditioning Mechanic Trade Regulation
- Sawfiler Trade Regulation
- Sprinkler Systems Installer Trade Regulation
- Steamfitter-Pipefitter Trade Regulation
- Tilesetter Trade Regulation
- Water Well Driller Trade Regulation

Individual learning modules demand grows

Individual Learning Modules (ILMs) are self-contained modularized learning materials based on Alberta-approved trade course outlines. They help make the delivery of technical training more flexible and more consistent while maintaining high quality - a priority for the Board.

Modules for the carpenter and plumber trades were implemented during the 2004-2005 school term and those for the steamfitter-pipefitter, cabinetmaker, agricultural equipment technician and auto body technician trades are underway. Other trades with previously implemented ILMs include: heavy equipment technician, automotive service technician, millwright, machinist, welder and electrician. Demand for ILMs continues to grow.

Several institutions in other jurisdictions have been licensed to print and distribute ILMs locally. Out-of-province use accounts for approximately 15 per cent of the total ILM use.

The modules are reviewed regularly to ensure they continue to meet the needs of users. Users are encouraged to comment on the content of the modules through **www.tradesecrets.org/ilm/bb/bulletin.html**.

Appendices - The appendices that follow contain further information about the Board and Alberta's apprenticeship and industry training system.

Trade Facts

431,631 (85%) of the 505,258 Individual Learning Modules requested between July 1 to February 28, 2005 were for use within Alberta.

About the Board

Board Membership

The Board consists of:

- a chair
- four members representing employers in designated trades
- four members representing employees in designated trades
- two members representing employers in non-trade occupations
- two members representing employees in non-trade occupations

Standing Committees of the Board

The Board has five standing committees to assist with its work:

Labour Market Issues and Board Operations Committee
Monitors labour market activity, identifies industry-related training needs and opportunities, and addresses operational and promotional activities of the Board.

Industry Standards Committee
Formulates training and certification policy and standards to meet emerging requirements of the apprenticeship and industry training system.

Industry Network Committee
Monitors the operations of the industry committee network and reviews nominations for membership in the provincial apprenticeship committees (PACs), local apprenticeship committees (LACs) and occupational committees.

Nominations Review Committee
Together with Alberta Advanced Eduction, reviews applications and provides recommendations to the Minister of Advanced Education regarding the appointment of Board members.

Awards and Scholarships Committee
Selects and recognizes award and scholarship recipients, and promotes value and availability of awards and scholarships.

About the System

Industry-Driven

Alberta's apprenticeship and industry training system is an industry-driven system that ensures a highly skilled, internationally competitive workforce in more than 50 designated trades and occupations. This workforce supports the economic progress of Alberta and its competitive role in the global market. Industry (employers and employees) establishes training and certification standards and provides direction to the system through an industry committee network and the Alberta Apprenticeship and Industry Training Board. The Alberta government provides the legislative framework and administrative support for the apprenticeship and industry training system.

Industry Committee Network

Alberta's apprenticeship and industry training system relies on a network of industry committees. These include local and provincial apprenticeship committees in the designated trades, occupational committees in the designated occupations, and others. All trade committees are composed of equal numbers of employers and employees. The industry committee network is the foundation of Alberta's apprenticeship and industry training system. The role of the industry committees includes:

- recommending to the Board the standards for the skills and competencies required for certification;
- establishing technical training course outlines;
- monitoring changes and identifying the need for improvements in training;
- recognizing related training and certification; and
- making recommendations to the Board about the designation or redesignation of trades and occupations.

In addition to sitting on committees, individual employers support the apprenticeship and industry training system by employing and training apprentices, providing them with an opportunity to develop their skills on the job. They also support the system by contributing equipment and other resources for technical training.

Alberta Apprenticeship and Industry Training Board

The Alberta Apprenticeship and Industry Training Board's primary responsibility is to establish the standards and requirements for training and certification in programs under the *Apprenticeship and Industry Training Act*. The Board also makes recommendations to the Minister of Advanced Education about the needs of Alberta's labour market for skilled and trained workers, and the designation of trades and occupations.

About the System

Alberta Government

Alberta Advanced Education works with industry, employer and employee organizations and technical training providers to:

- facilitate the development and maintenance of industry training zand certification standards;
- provide registration and counselling services to apprentices and employers;
- coordinate technical training in collaboration with institutions;
- certify apprentices and others who meet industry standards; and
- promote participation in the apprenticeship and industry training system.

Technical Institutes and Colleges

The technical institutes and colleges are key participants in Alberta's apprenticeship and industry training system. They work with the Board, industry committees and Alberta Advanced Education to enhance access and responsiveness to industry needs through the delivery of the technical training component of apprenticeship programs. They develop lesson plans from the course outlines established by industry and provide technical training to apprentices.

Combined Efforts

Through the combined efforts of industry, government and the training institutions, Alberta's apprenticeship and industry training system is able to respond to the labour market and contribute to developing a highly skilled workforce that is competitive nationally and internationally. This collaboration helps to ensure that the apprenticeship and industry training system is timely, up to date and responsive to the needs of industry and the economy.

Board Member Profiles

BOARD CHAIRMAN

G. BRIAN BICKLEY

Brian Bickley has served as chair of the Board since January 2004. He holds certificates in electronics, industrial instrumentation, watch making and adult continuing education. He has over 40 years experience in industry, and is currently employed by Syncrude Canada Ltd. as Industrial Relations Manager.

Brian is involved with the Construction Owners Association of Alberta (COAA). He is co-chair of the COAA's Workforce Development Coordinating Committee, and works closely with the COAA's Safety Committee to promote the importance of workplace safety in Alberta, particularly in the construction industry.

During his time with Syncrude, Brian has been Instrument Supervisor, Shutdown Manager and Maintenance Manager. Before joining Syncrude, he worked with the Steel Company of Canada and Texaco Canada Ltd. Brian previously served as a member on the Alberta Apprenticeship and Industry Training Board between September 1995 and November 2001.

Board Member Profiles

CURRENT BOARD MEMBERS

Representing employers in designated trades

MICHAEL ATKIN

Michael Atkin began serving as a member of the Board in February 2005. He is a recent (2004) graduate of the National Automotive Dealers Academy. Michael began his career in 1967 with the start up of the Anglo Canadian Racing Company, a company dealing in racing cars and parts. The company evolved, and he is now Dealer Principal of Anglo Canadian Motors in Edmonton, representing Jaguar and Volvo.

Michael is a strong supporter of the apprenticeship and industry training system, employing more than 30 parts and service apprentices since 1990. Anglo Canadian Motors, under Michael's leadership, is the recipient of several President Challenge Awards and numerous other customer satisfaction awards.

Michael has held positions with the Motor Dealers' Association and the Edmonton Motor Dealers' Association. He has also been involved with the Elves Special Needs Society, Elves Housing Society, Goodwill Society and various other organizations devoted to helping severely handicapped children and young adults.

DON BUNCH

Don Bunch has served as a member of the Board since January 2004. He holds a trade certificate with an Interprovincial Standards (Red Seal) endorsement in the welder trade. He obtained his apprenticeship training with Wel-Can Welding Ltd. in Red Deer. In 1981, he formed Bunch Welding Limited and has been owner and president of the company for more than 23 years, regularly employing more than 100 certified tradespeople and apprentices.

Don participated in Alberta apprenticeship committees, both local and provincial, and served as presiding officer of the welder trade. He was also an active member of the Apprenticeship Scholarship Fundraising Committee, and is very active in high school career days and information sessions.

Board Member Profiles

CURRENT BOARD MEMBERS

Representing employers in designated trades

JIM HILL

Jim Hill has served as a member of the Board since January 2002. He holds trade certificates in both the sheet metal worker and roofer trades, and a Bachelor of Education degree from the University of Alberta. He is president of the Charlton & Hill Group – an organization he has been employed with in various capacities for more than 35 years. The company provides roofing, metal fabrication, welding, and heating, ventilation and air-conditioning services in the Lethbridge area.

Jim is past president of the Alberta Roofing Contractors Association. He has been involved in provincial and local apprenticeship committees for the sheet metal worker trade. He is an active supporter of the Lethbridge Community College and the University of Lethbridge, and is a member of the Lethbridge Rotary Club.

RAYMOND E. MASSEY

Ray Massey has served as a member of the Board since January 2002. He holds a trade certificate with an Interprovincial Standards (Red Seal) endorsement in the painter and decorator trade. He obtained his painting experience with Taylor Decorating and the Calgary Housing Authority. In 1978, he formed Ray-Nor Painting & Decorating Ltd. He has been president of the company for 25 years, regularly employing between 20 and 30 certified painters and apprentices.

Ray participated in Alberta apprenticeship committees, both local and provincial, for 11 years, serving as presiding officer on each for six years. He has also participated in industry training workshops and labour studies since 1990. Ray was instrumental in the start up of the Alberta Painting Contractor's Association, serving as treasurer for two years and chair of the apprenticeship committee for several years. He was recently elected to serve a second term as president of the Alberta Painters and Decorators Association.

Ray has been a volunteer with minor hockey for eight years and continues to participate in other community activities.

Board Member Profiles

CURRENT BOARD MEMBERS

Representing employees in designated trades

JOHN G. BOND

John Bond has served as a member of the Board since January 2004. He holds a trade certificate with an Interprovincial Standards (Red Seal) endorsement in the cook trade. He has also obtained the designation of Certified Chef de Cuisine (C.C.C.), through a program of the Canadian Culinary Federation. John has worked in the cook trade for 30 years. He is currently the chef at King's University College in Edmonton, working for the Compass Group Company, Chartwell Division.

John is currently the western vice president for the Canadian Culinary Federation, chair of the Board of the Canadian Culinary Federation - Edmonton Branch, and treasurer for the Alberta Culinary Arts Foundation.

SILVANA POPLAWSKI

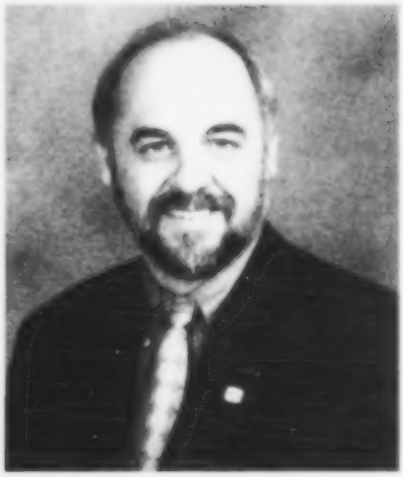
Silvana Poplawski began serving as a member of the Board in February 2005. She holds a trade certificate in the hairstylist trade with an Interprovincial Standards (Red Seal) endorsement.

Silvana has been working in the hairstylist trade for 19 years, and is currently employed with Bell Avanti Hair in Edmonton. Before becoming a Board member, Silvana was active in apprenticeship and industry training for 16 years. She was a member on both the local and provincial apprenticeship committee for the hairstylist trade, and the presiding officer for the provincial apprenticeship committee. Silvana was a trade examiner and was involved in development of the provincial course outline and the National Occupational Analysis for the hairstylist trade.

Board Member Profiles

CURRENT BOARD MEMBERS

Representing employees in designated trades



ROD D. MOORE

Rod Moore has served as a member of the Board since January 2002. He holds a trade certificate in the power systems electrician trade. He has completed numerous courses in his field, including several management and supervisory certificate programs. Rod has more than 29 years experience in the electrical industry and is employed as the Distribution Manager for EPCOR Distribution.

Rod is also a director of the International Municipal and Signals Association (IMSA) for the Western Prairie Region, and a member of the Edmonton Construction Association (ECA), the Canadian Public Works Association (CPWA), and the Alberta Roadbuilders and Heavy Construction Association (ARHCA).

JEFFREY T. NORRIS

Jeffrey Norris has served as a member of the Board since January 2004. He holds trade certificates with an Interprovincial Standards (Red Seal) endorsement in the welder and ironworker trades. He has been involved with the provincial apprenticeship committee for the ironworker trade and is an active supporter of apprenticeship and industry training initiatives.

Jeffrey has been a member of the International Association of Bridge, Structural, Ornamental and Reinforcing Ironworkers, Local Union 720 for more than 18 years working as a welder, ironworker and supervisor on construction and maintenance projects in the commercial and industrial sectors in Alberta. He is currently employed as the coordinator/training instructor for the Alberta Ironworkers Apprenticeship and Training Plan.

Board Member Profiles

CURRENT BOARD MEMBERS

Representing employers in non-trades occupations

LES LAROCQUE

Les LaRocque has served as a member of the Board since January 2002. He holds a diploma in mechanical engineering technology. He has 26 years experience in the mechanical contracting business as an estimator and project manager and is president of Botting & Associates Alberta Ltd., a mechanical contracting firm in Calgary.

Les is currently a director-at-large on the Board of the Canadian Construction Association and is incoming chair of its Human Resources Committee. Les is past chairman of the Merit Contractors Association of Alberta and is a past president of the American Society of Heating, Refrigerating and Air Conditioning Engineers - Southern Alberta Chapter.

HAL WILLIAMS

Hal Williams began serving as a member of the Board in January 2004. He holds a Bachelor of Science degree in mechanical engineering from the University of Alberta and is a registered professional engineer in Alberta.

Hal is currently the vice president and regional manager at Lockerbie and Hole Inc., one of the oldest industrial contractors in Edmonton. Prior to joining Lockerbie & Hole in 2002 Hal spent 21 years with Kellogg Brown and Root (KBR), most recently as the manager of fabrication at their Edmonton fabrication facility.

Hal has been involved with many industrial and community organizations. He is past chair of the Fabricators Council of the Tube and Pipe Association, current chair of the Operating Committee for the Woodvale Facilities, and vice president of the Millwoods Cultural Recreational Facilities Association.

Board Member Profiles

CURRENT BOARD MEMBERS

Representing employees in non-trades occupations

GERALD CLARK

Gerald Clark has served as a member of the Board since February 2005. He holds a trade certificate with an Interprovincial Standards (Red Seal) endorsement in the electrician trade. Employed by Clark Builders, Gerald has worked in the electrical construction sector throughout western and northern Canada, Russia and China for 15 years. He has been Manager of Human Resources for Clark Builders' field staff for seven years.

Gerald is also certified as a Construction Safety Officer with the Alberta Construction Safety Association and was employed as a Safety Manager with Clark Builders prior to his current position.

RAY JEFFERY

Ray Jeffery has served as a member of the Board since February 2005. He holds trade certificates in the heavy equipment technician, automotive service technician and parts technician trades. He is employed at Finning (Canada) where he currently has responsibility for learning and development.

Ray has served as presiding officer and member of both the provincial apprenticeship and local apprenticeship committees, and has been active for the last 30 years on various related industry and institute committees.

In 2001, Ray was awarded the Chairman's Award of Excellence by the Alberta Apprenticeship and Industry Training Board in recognition of his outstanding commitment to his trades and to the principles of apprenticeship through many years of service in the industry network.

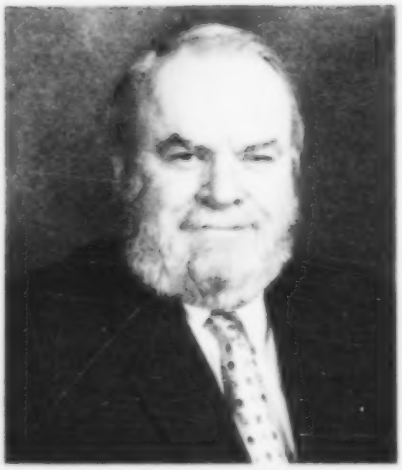
Board Member Profiles

OUTGOING BOARD MEMBERS

MARSHA COWLEY

Marsha Cowley represented employees in designated trades on the Board until February 7, 2005. She holds a hairstylist trade certificate in Alberta and Ontario, and the Alberta Achievement in Business Competencies (Blue Seal) certificate.

Marsha has worked in the hairstylist trade for 32 years. After 20 years at Headquarters Salon & Day Spa, she is now at Visual Difference Salon in Sherwood Park. She previously owned a salon in Ontario. Before becoming a Board member, Marsha was active in apprenticeship and industry training for 16 years. She was the presiding officer for both the local and provincial apprenticeship committees for the hairstylist trade. Marsha was involved with developing the Interprovincial Standards (Red Seal) Program standards for the hairstylist trade. She is also a past member of the Skills Canada Alberta Board.



F.D. (FRANK) DUFFIN

Frank Duffin represented employers in designated trades on the Board until February 7, 2005. He holds a trade certificate in the heavy equipment technician trade and a trade certificate with an Interprovincial Standards (Red Seal) endorsement in the automotive service technician trade. He holds a Bachelor of Commerce degree from the University of British Columbia, and has an Alberta Achievement in Business Competencies (Blue Seal) certificate.

Frank is president of Crowfoot Ford Sales in Calgary and Cochrane Ford in Cochrane. He has worked in the automotive sector in Alberta, the Northwest Territories and British Columbia.

Frank was born in Alberta with roots in southern Alberta before the arrival of the railway. His community involvement extends to the Kiwanis Club, United Way, YMCA, Motor Dealers Association charities, Calgary Stampede and the SAIT Board of Governors.

Frank has received the Calgary Chamber of Commerce Small Business Award, MacLean's Dealer of Excellence Award, SAIT Distinguished Alumnus Award, and North Wood University Dealer Education Award.

Board Member Profiles

OUTGOING BOARD MEMBERS

CRAIG EVANS

Craig Evans represented employees in non-trades occupations on the Board until February 7, 2005. He holds a parts technician trade certificate and a warehousing intermediate occupational certificate. He has been employed by Waterous Detroit Diesel-Allison for more than 30 years, where he is currently a parts manager.

Craig has served as presiding officer and member for both the local and provincial apprenticeship committees for the parts technician trade.

BOB GENÉE

Bob Genée represented employees in non-trades occupations on the Board until February 7, 2005. He holds a trade certificate with an Interprovincial Standards (Red Seal) endorsement in the carpenter trade. He has worked in the construction industry for 27 years, of which 18 years were in the carpenter trade. Bob has been employed by Coram Construction for more than 15 years and has been a district manager for the past nine years.

Bob is also certified as a Construction Safety Officer for the Alberta Construction Safety Association.

Commonly Used Terms

Achievement in Business Competencies (Blue Seal) Program
A program established to encourage and recognize the study of business by persons certified in a designated trade or designated occupation.

Alberta Apprenticeship and Industry Training Board (the Board)
Oversees the Alberta apprenticeship and industry training system. Together with industry, the Board sets Alberta's training and certification standards. The Board is comprised of a chair and an equal number of employers and employees who work together on behalf of the designated trades and occupations.

Apprentice
A person who is participating in an apprenticeship program under a contract of apprenticeship that is registered with the Apprenticeship and Industry Training division of Alberta Advanced Education.

Apprenticeship Update
A primary vehicle for the Alberta Apprenticeship and Industry Training Board to provide information about Alberta's apprenticeship and industry training system and to inform employers, tradespeople, apprentices and trainees of changes in their trade or occupation. Also available online at **www.tradesecrets.org** , it is published two or three times per year with a circulation of more than 80,000.

Block Release
The traditional method of delivering technical training to apprentices in Alberta. Training has fixed start and completion dates, the instructor is expected to teach a set curriculum to the apprenticeship class over a fixed time period, and apprentice leaves work and goes to school for a block of time.

Certified Tradesperson
An individual who holds a trade certificate in a designated trade. Becoming a certified tradesperson can be achieved by successfully completing an apprenticeship program or by meeting industry standards through demonstrated work experience in a trade and successfully completing required examinations.

Competency Based Apprenticeship Training (CBAT)
An approach to the technical training of apprentices that allows each individual to progress through technical training at a rate determined by his/her own capabilities. Apprentices are able to exit technical training when they have completed the requirements.

Designated Occupation
An occupation designated under the *Apprenticeship and Industry Training Act* by the Minister of Advanced Education on the recommendation of industry and the Alberta Apprenticeship and Industry Training Board. Designated occupations have clearly identified competencies. When an individual has achieved the occupation's identified competencies, the Minister grants an Occupational Certificate. Participation in a designated occupation is voluntary and a certificate is not required by law for an individual to work in the occupation. There are six designated occupations in Alberta.

Commonly Used Terms

Designated Trade
An occupation designated under the *Apprenticeship and Industry Training Act* by the Lieutenant Governor in Council on the recommendation of industry, the Alberta Apprenticeship and Industry Training Board, and the Minister of Advanced Education. The legislation provides for apprenticeship programs and certification of tradespeople as evidence that their qualifications meet the industry-established standards for the trade. There are 50 designated trades in Alberta (51 as of June 1, 2005).

Distance Delivery
May have elements of WATS and CBAT, but is most often characterized by the apprentice maintaining full-time employment and obtaining access to learning remotely through their employer or institutions using distant learning technologies over an extended period of time.

Equivalency Document
A document that verifies that a person has credentials that are recognized as equivalent to an Alberta trade or occupational certificate. An equivalency document may be granted to a person who holds a credential and whose skills and knowledge have been assessed as equivalent to Alberta standards.

Individual Learning Modules (ILMs)
ILMs are self-contained modularized learning materials specifically written for selected apprenticeship programs. Each module covers approximately four to eight hours of instruction and addresses one learning outcome in an apprenticeship technical training course outline.

Industry
Employers and employees in any particular sector or cluster, such as construction, manufacturing, transportation or service.

Interprovincial Standards (Red Seal) Program
A program that provides greater mobility for skilled workers to move from one part of Canada to another. It encourages the standardization of provincial/territorial training and certification programs. In the 45 Red Seal trades, certified tradespeople may write an industry-developed interprovincial exam and, if successful, receive a Red Seal endorsement.

Journeyman Certificate
Alberta Journeyman Certificates are granted to apprentices who successfully complete an Alberta apprenticeship program.

Commonly Used Terms

Local Apprenticeship Committee (LAC)
LACs are part of the 'grassroots' of the apprenticeship and industry training system. They stay in touch with local activities in their trade, providing local information to their trade's provincial apprenticeship committee (PAC). The Board appoints LACs for a particular trade. Each committee consists of a minimum of five people: a presiding officer, two members representing the interests of employers and two members representing the interest of employees.

Mobile Delivery
Technical training provided by an institution in a geographic location where the training is required to serve a temporary or ad hoc need.

Occupational Certificate
Alberta Occupational Certificates are granted to individuals who demonstrate they have achieved the specified competencies of a designated occupation.

Occupational Committee
Occupational committees make recommendations to the Board on any matter concerning training and certification in their occupation. The Board establishes or recognizes an occupational committee for each designated occupation. It normally consists of a presiding officer and an equal number of members representing the interests of employers and employees.

Prior Learning Assessment (PLA)
A process used to identify the learning an individual has acquired through life, work experiences and technical training. The individual's learning is assessed to determine where the learning matches the outcomes of apprenticeship or occupational training. Based upon the results of the PLA, appropriate credit is given.

Provincial Apprenticeship Committee (PAC)
PACs are the link between the LACs of their trade and the Board. They are responsible for recommending training and certification requirements, and standards for their trade to the Board. The Board appoints a PAC for each trade. It consists of a minimum of nine people, a presiding officer, four members representing the interests of employers and four members representing the interest of employees.

Qualification Certificate
A certificate issued to individuals who, through an assessment of their prior work experience, knowledge and skills in a designated trade or occupation, demonstrate they meet the standards set for certification in Alberta.

Commonly Used Terms

Registered Apprenticeship Program (RAP)
A modified apprenticeship program that permits a high school student to become an apprentice while attending school, earning credit toward both a high school diploma/credential and an apprenticeship program at the same time.

Record Book
The official record of an apprentice's progress. It is used to record and monitor on-the-job training. It also provides a list of the tasks, activities and functions reflecting the scope of the trade to assist employers and apprentices in developing work-place training plans.

Technical Training
This is the formal instructional component of an apprenticeship program, delivered by various training providers throughout Alberta.

Trade Certificate
Trade certificates include Journeyman Certificates and Qualification Certificates in designated trades, and certificates recognized as equivalent to a trade certificate.

Trainee
A trainee is a person participating in a training program in a designated occupation approved or recognized by the Board.

Weekly Apprenticeship Training System (WATS)
Technical training provided in short segments over an extended period of time. The apprentice can remain employed full time while typically attending technical training one day a week. When enrolled in WATS, the apprentice usually lives and works near the training institution in order to commute easily. Formerly known as day release.

Statistical Profiles

Note:

As of 2001, the statistical tables and charts were changed to reflect the actual number of *people* involved in the Alberta apprenticeship and industry training system. In previous years, the data reflected the number of registrations, graduations and certificates issued rather than the number of apprentices registered and the number of certified individuals. The distinction is important. The first reflects the paper processed in a given period of time and the other reflects the number of people involved.

In the past, these numbers differed minimally. With the creation of various branches of individual trades, and with the availability of multiple certifications within one trade, these numbers are increasingly divergent.

Please note that in 2003, the technical training information was also changed to reflect the *school year*. Prior to 2003, technical training attendance was provided based on the calendar year for consistency with other *calendar year* data (e.g. registrations). The switch to school year data provides a more accurate reading of the technical training data.

As a result of these changes, the data provided in the tables and charts that follow will not correspond to the data provided in Alberta Apprenticeship and Industry Training Annual Reports prior to 2001.

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Table 1

Alberta Apprenticeship and Provincial Labour Force Statistics, 1999 to 2004

	1999	2000	2001	2002	2003	2004	1999-2004 % Change
Total Apprentices Registered (all trades)	31,139	32,547	38,090	40,501	39,294	40,483	30.0%
New Apprentices Registered (all trades)	9,306	11,317	13,994	13,038	11,758	12,746	37.0%
Labour Force (thousands)	1,636.5	1,666.4	1,709.5	1,764.7	1,810.0	1,843.40	12.6%
Employed (thousands)	1,542.3	1,583.6	1,630.0	1,671.5	1,717.9	1,757.90	14.0%
Unemployed (thousands)	94.2	82.8	79.5	93.3	92.1	85.5	-9.2%
Unemployment Rate (%)	5.8%	5.0%	4.7%	5.3%	5.1%	4.6%	-1.2 percentage points

Source: *Alberta Advanced Education and Alberta Human Resources and Employment*

Total Apprentices Registered: Total number registered as of December 31, 2004. Apprentices may be registered in more than one trade or branch of a trade within the same year, but are counted here only once.

New Apprentices Registered: All apprentices registering during each calendar year. The number includes those who are returning to do an additional apprenticeship after completing one or more apprenticeships in previous years. The number does not include apprentices registered concurrently in a second or multiple trades and re-instated apprentices (unless re-instated in the same year).

Note: Labour Force Survey estimates from 1976 forward have been adjusted to reflect 2001 Census population counts.

Table 2

Total Number of Apprentices Registered (Totals, Averages and Percentage Changes) by Trade, 1999 to 2004*

TRADE	1999	2000	2001	2002	2003	2004	1999-04 Average	1999-04 % Change
Agricultural Equipment Technician	113	89	67	91	114	154	104	36%
Applicance Service Technician	78	72	74	71	92	84	79	8%
Auto Body Technician	563	499	567	612	630	690	592	23%
Automotive Service Technician	2,368	2,278	2,392	2,659	2,761	2,923	2,565	24%
Baker	237	223	204	192	193	195	207	-18%
Boilermaker	120	126	190	185	201	189	167	58%
Bricklayer	121	139	152	173	179	212	163	75%
Cabinetmaker	452	439	452	449	405	399	432	-12%
Carpenter	2,218	2,447	2,725	2,936	2,877	3,051	2,709	38%
Communication Technician	216	391	423	369	294	257	318	19%
Concrete Finisher	61	59	74	61	52	86	66	41%
Cook	1,039	932	1,029	1,032	1,066	990	1,013	-5%
Crane and Hoisting Equipment Operator	600	819	1,215	1,220	1,499	1,675	1,171	180%
Electrical Motor Systems Technician	55	46	51	56	52	56	53	2%
Electrician	4,108	5,008	5,941	6,613	6,494	6,422	5,765	56%
Electronic Technician	63	53	56	49	33	26	47	-59%
Elevator Constructor	85	121	177	114	86	89	104	4%
Floorcovering Installer	55	51	53	49	36	55	50	0%
Gasfitter	185	185	185	176	246	278	225	50%
Glazier	111	125	136	159	156	156	141	41%
Hairstylist	1,358	1,491	1,776	1,902	1,883	1,884	1,732	40%
Heavy Equipment Technician	2,554	2,442	2,597	2,634	2,571	2,823	2,605	11%
Instrument Technician	1,012	1,049	1,401	1,668	1,348	1,289	1,275	27%
Insulator	249	426	521	694	558	461	487	85%
Ironworker	170	236	373	373	341	294	298	73%
Ironworker - Metal Building Systems Erector	100	70	89	85	60	74	80	-26%
Landscape Gardener	224	202	194	183	185	182	196	19%
Lather-Interior Systems Mechanic	67	66	106	92	87	91	85	36%
Locksmith	74	58	61	63	59	60	62	-19%
Machinist	879	765	896	892	867	886	864	1%
Millwright	1,241	1,203	1,365	1,405	1,321	1,357	1,315	9%

Table 2 (continued)

TRADE	1999	2000	2001	2002	2003	2004	1999-04 Average	1999-04 % Change
Motorcycle Mechanic	113	114	126	134	139	174	133	54%
Outdoor Power Equipment Technician (Note 1)	N/A	N/A	22	52	84	84	N/A	N/A
Painter and Decorator	144	140	156	139	150	154	147	7%
Parts Technician	628	622	662	647	613	660	639	4%
Plumber	1,710	1,883	2,169	2,463	1,838	2,722	2,131	59%
Power Lineman	136	166	199	254	249	349	226	157%
Power System Electrician	69	85	79	96	107	119	92	72%
Recreation Vehicle Service Technician	118	105	94	101	111	121	108	3%
Refrigeration and Air Conditioning Mechanic	399	466	535	476	496	703	513	76%
Roofer	125	123	119	129	152	190	140	52%
Sheriff	25	26	23	20	25	9	21	-64%
Sheet Metal Worker	700	730	829	861	901	944	828	35%
Sprinkler System Installer	135	166	233	247	243	319	224	136%
Steamfitter-Pipefitter	1,200	1,359	1,771	1,883	1,891	1,745	1,675	45%
Structural Steel and Plate Fitter	154	136	172	157	131	113	144	-27%
Tinsmith	48	60	82	94	83	121	81	79%
Tool and Die Maker (Note 2)	N/A	N/A	N/A	N/A	19	19	N/A	N/A
Transport Refrigeration Technician	46	47	47	49	49	49	47	6%
Water Well Driller	29	30	35	37	33	32	33	23%
Welder	4,513	4,359	5,471	5,461	4,947	6,700	5,242	48%
TOTAL	**31,105**	**32,536**	**38,089**	**40,501**	**38,294**	**48,483**	**37,001**	**56%**

Source: Alberta Advanced Education

* Total number of apprentices registered as of December 31 in each year. Apprentices may be registered in more than one trade at a time. A trade is counted for each year that it is contained in the total.

N/A - Not Applicable - Data does not exist in the context of this specific category.
Note 1: Outdoor power equipment technician became a designated trade in 2001.
Note 2: Apprenticeship programs became available for the tool and die maker trade as of April 1, 2003.

Table 3

Total and New Apprentices Registered by Branch, 2004

Auto Body Technician	Total Registered Apprentices	New Apprentices Registered
Prepper	19	14
Refinisher	124	39
Reparer	89	34
Technician (Note 1)	458	134
Total	**690**	**221**

Crane and Hoisting Equipment Operator	Total Registered Apprentices	New Apprentices Registered
Boom Truck		
Heavy Boom Truck	362	179
Medium Boom Truck	290	160
Wellhead Boom Truck	657	418
Mobile Crane	330	102
Tower Crane	40	26
Total	**1,679**	**885**

Heavy Equipment Technician	Total Registered Apprentices	New Apprentices Registered
Heavy Equipment Technician	2,293	711
Heavy Duty Equipment Mechanic (Off Road)	127	55
Transport Trailer Mechanic	119	62
Truck and Transport Mechanic	294	135
Total	**2,833**	**963**

Outdoor Power Equipment Technician	Total Registered Apprentices	New Apprentices Registered
Power	28	12
Turf	4	2
Marine	24	12
Recreational	28	9
Total	**84**	**35**

Source: *Alberta Learning*

Note 1: Apprentices registered in a single branch of the auto body technician trade are counted under the branch in which they are registered. Apprentices registered in two branches of the trade are counted under the 'Technician' heading.

Table 4

New Apprentices Registered (Totals, Averages and Percentage Changes) by Trade, 1999 to 2004

TRADE	1999	2000	2001	2002	2003	2004	1999-04 Average	1999-04 % Change
Agricultural Equipment Technician	30	34	53	57	45	62	47	107%
Appliance Service Technician	26	25	29	26	37	18	27	-31%
Auto Body Technician	145	168	205	197	215	221	192	52%
Automotive Service Technician	596	614	766	846	758	795	729	33%
Baker	62	88	57	54	72	81	69	31%
Boilermaker	33	39	81	40	46	41	47	24%
Bricklayer	50	53	41	67	49	69	55	38%
Cabinetmaker	136	115	129	119	114	115	121	-15%
Carpenter	904	827	916	1,008	1,099	1,093	975	21%
Communication Technician	95	167	183	66	30	57	100	-40%
Concrete Finisher	29	17	38	23	19	46	29	59%
Cook	355	349	404	381	391	355	373	0%
Crane and Hoisting Equipment Operator	297	451	705	641	686	885	611	198%
Electrical Motor Systems Technician	12	13	18	16	15	17	15	42%
Electrician	1,179	1,560	1,899	1,807	1,480	1,442	1,561	22%
Electronic Technician	12	17	19	8	8	3	11	-75%
Elevator Constructor	54	44	13	11	11	25	26	-54%
Floorcovering Installer	23	21	21	16	7	32	20	39%
Gasfitter	50	71	58	77	121	86	77	72%
Glazier	50	50	45	62	43	45	49	10%
Hairstylist	659	739	806	847	893	921	811	40%
Heavy Equipment Technician	618	703	851	891	776	963	800	56%
Instrument Technician	264	396	559	580	302	341	407	29%
Insulator	86	248	161	316	110	96	170	12%
Ironworker	76	109	171	103	78	100	106	32%
Ironworker - Metal Building Systems Erector	43	29	40	38	22	46	36	7%
Landscape Gardener	62	68	61	55	58	58	60	6%
Lather-Interior Systems Mechanic	33	23	60	25	39	33	36	0%
Locksmith	21	14	16	18	13	14	16	-33%

Table 4 (continued)

New Apprentices Registered (Totals, Averages and Percentage Changes) by Trade, 1999 to 2004*

TRADE	1999	2000	2001	2002	2003	2004	1999-04 Average	1999-04 % Change
Machinist	142	198	334	224	210	243	225	71%
Millwright	329	335	484	408	319	366	374	11%
Motorcycle Mechanic	31	48	40	49	52	77	50	148%
Outdoor Power Equipment Technician (Note 1)	N/A	N/A	24	38	31	35	N/A	N/A
Painter and Decorator	50	59	58	66	56	63	59	26%
Parts Technician	241	190	229	204	216	236	219	-2%
Plumber	559	584	686	819	797	720	694	29%
Power Lineman	40	68	87	96	75	97	77	143%
Power System Electrician	29	23	36	43	41	32	34	10%
Recreation Vehicle Service Technician	38	26	32	44	46	46	39	21%
Refrigeration and Air Conditioning Mechanic	104	109	122	146	162	150	132	44%
Roofer	48	35	41	39	59	63	48	31%
Sawfiler	4	11	3	5	7	3	6	-25%
Sheet Metal Worker	189	248	260	284	299	242	254	28%
Sprinkler Systems Installer	68	82	70	69	61	62	69	-9%
Steamfitter-Pipefitter	338	501	662	528	501	529	510	57%
Structural Steel and Plate Fitter	41	46	69	41	40	39	46	-5%
Tilesetter	27	22	22	18	18	22	22	-19%
Tool and Die Maker (Note 2)	N/A	N/A	N/A	N/A	15	0	N/A	N/A
Transport Refrigeration Technician	16	20	18	9	9	13	14	-19%
Water Well Driller	9	18	19	15	10	17	15	89%
Welder	1,002	1,637	2,293	1,497	1,197	1,632	1,543	63%
TOTAL	**9,305**	**11,312**	**13,994**	**13,038**	**11,758**	**12,747**	**12,026**	**37%**

Source: Alberta Advanced Education

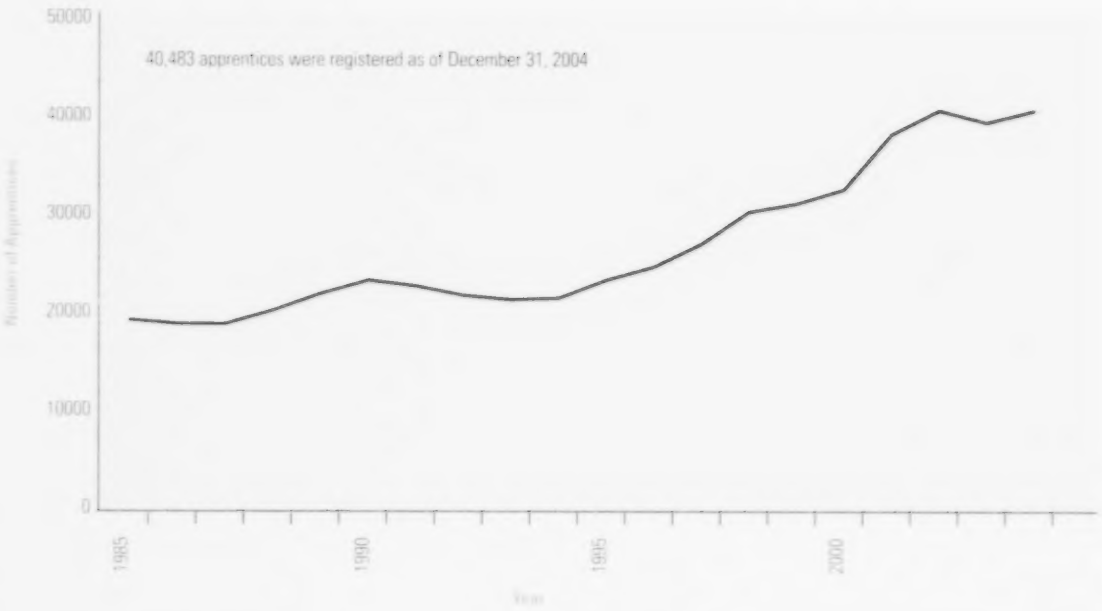
N/A - Not Applicable. Data does not exist in one or more of the specified years.

* New apprentices include all apprentices registering during each calendar year. The number includes those who are returning to do an additional apprenticeship after completing one or more apprenticeships in previous years. The number does not include apprentices registered concurrently in a variety of multiple trades and re-activated apprentices (unless re-initiated in the same year).

Note 1: Outdoor power equipment technician became a designated trade in 2001.
Note 2: Apprenticeship programs became available for the tool and die maker trade as of April 1, 2003.

Chart 1

Total Number of Apprentices Registered by Year, 1985 to 2004*

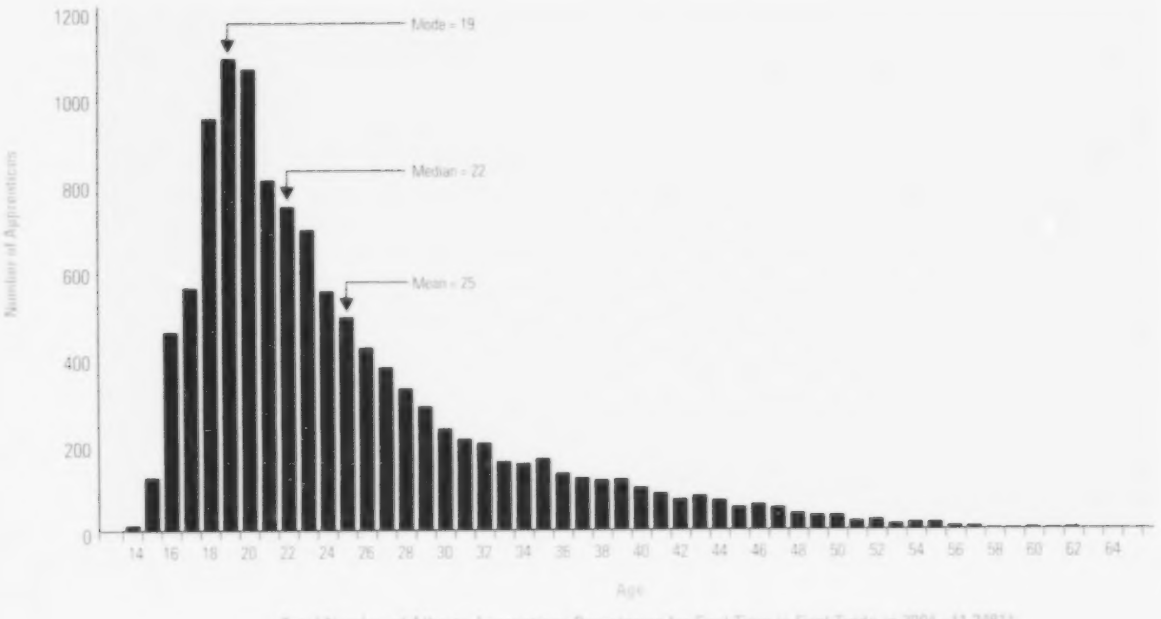


Source: *Alberta Advanced Education*

* This graph represents statistics covering calendar years (January to December)

Chart 2

Age of Alberta Apprentices Registered in First Trade, 2004*



Total Number of Alberta Apprentices Registering for First Time in First Trade in 2004 = 11,248**

Source: *Alberta Advanced Education*

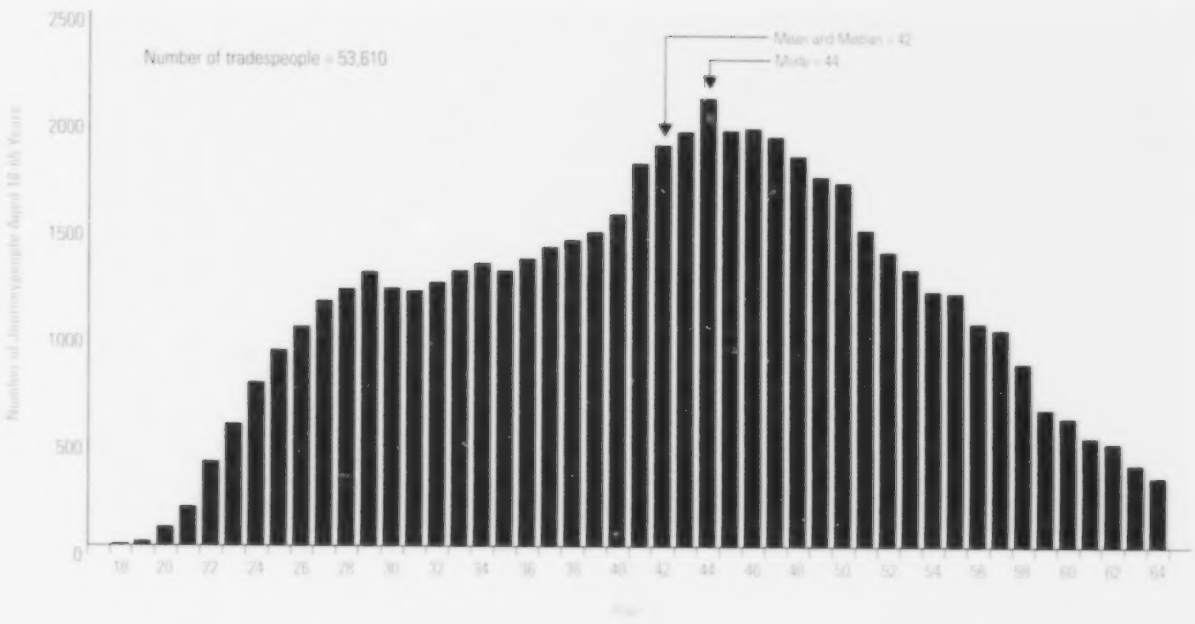
* Age at date of registration

** The 11,248 total in the chart above includes only individuals registered for the first-time in a first trade in Alberta. This number differs from the total number of new apprentices registered (12,746) as presented in Table 3. The number of new apprentices registered includes those who are returning to do an additional apprenticeship after completing one or more apprenticeships in previous years.

Mean - defined as the sum of the ages of all apprentices divided by the total number of apprentices involved, i.e., ***average age***
Median - defined as the ***middle age*** category with an equal number of apprentices younger and older than this group
Mode - defined as the largest age category or ***most frequent age*** of apprentices

Chart 3

Age of Alberta Tradespeople, 2004 - All Trades*



Source: *Alberta Advanced Education*

- Results are based on tradespeople counts from shop registrations which took place between January 1, 2003 and December 31, 2004 (24 months).
- The count of tradespeople includes individuals who have obtained a Journeyman Certificate, a Qualification Certificate and an Equivalency Document.
- Only tradespeople of working age are included. Those aged 65 or more are excluded although it is recognized that there are tradespeople aged 65 or more who are working in their trade.
- The count of the tradespeople captured in the sample is by trade and totals 53,610.
- Age is calculated as of December 31, 2004.

Mean - defined as the sum of the ages of all apprentices divided by the total number of tradespeople involved, i.e., ***average age***
Median - defined as the ***middle age*** category with an equal number of tradespeople younger and older than this group.
Mode - defined as the largest age category or ***most frequent age*** of tradespeople.

Table 5

Total Number of Individuals Certified, 2004*

TRADE/OCCUPATION	Journeyman/ Occupational Certificates Issued to Completed Apprentices and Trainees	Interprovincial Red Seals Issued to Completed Apprentices	Qualification Certificates (Note 1)	Interprovincial Red Seals Issued to Certified Journeymen (Note 2)	Equivalency Documents (Note 3)
Agricultural Equipment Technician	4	3	0	0	0
Appliance Service Technician	4	3	6	6	0
Auto Body Technician**	64	26	25	15	0
Automotive Service Technician	292	256	24	34	116
Baker	26	9	2	2	0
Boilermaker	26	21	0	0	0
Bricklayer	21	13	0	0	0
Cabinetmaker	42	37	2	2	0
Carpenter	243	181	3	3	0
Communication Technician	41	N/A	2	N/A	0
Concrete Finisher	7	6	2	2	0
Cook	149	130	16	16	7
Crane and Hoisting Equipment Operator**	232	43	94	3	9
Electrical Motor Systems Technician	5	4	1	1	0
Electrician	766	587	59	60	10
Electronic Technician	2	1	5	5	0
Elevator Constructor	19	N/A	0	N/A	11
Floorcovering Installer	1	1	0	0	0
Gasfitter	20	N/A	21	N/A	6
Glazier	16	16	0	0	0
Hairstylist	574	367	26	61	37
Heavy Equipment Technician**	365	299	72	58	49
Instrument Technician	165	130	21	21	1
Insulator	52	39	1	1	0
Ironworker	81	41	7	8	6
Ironworker - Metal Building Systems Erector	14	N/A	1	N/A	0
Landscape Gardener	23	N/A	0	N/A	0
Lather-Interior Systems Mechanic	7	7	0	0	0
Locksmith	2	N/A	1	N/A	0
Machinist	101	89	3	3	0
Millwright	169	150	22	25	7
Motorcycle Mechanic	10	10	9	10	2
Plumber	272	248	7	11	4
Power Lineman	38	28	5	6	1

Table 5 (continued)

Total Number of Individuals Certified, 2004*

TRADE/OCCUPATION	Journeyman/ Occupational Certificates Issued to Completed Apprentices and Trainees	Interprovincial Red Seals Issued to Completed Apprentices	Qualification Certificates (Note 1)	Interprovincial Red Seals issued to Certified Journeymen (Note 2)	Equivalency Documents (Note 3)
Power System Electrician	8	N/A	24	N/A	2
Recreation Vehicle Service Technician	17	11	1	1	1
Refrigeration and Air Conditioning Mechanic	64	48	5	5	1
Outdoor Power Equipment Technician	3	N/A	4	N/A	0
Painter and Decorator	17	12	4	4	0
Parts Technician	104	99	12	12	1
Roofer	14	13	1	1	0
Sawfiler	1	N/A	0	N/A	1
Sheet Metal Worker	90	79	0	0	0
Sprinkler Systems Installer	36	30	0	0	0
Steamfitter-Pipefitter	222	207	27	29	7
Structural Steel and Plate Fitter	26	23	3	3	1
Tilesetter	9	0	0	0	0
Tool and Die Maker	0	0	0	0	0
Transport Refrigeration Technician	9	N/A	1	N/A	0
Water Well Driller	6	N/A	1	N/A	0
Welder	948	826	32	40	14
Total - Trades	**5,426**	**4,093**	**552**	**448**	**293**
Construction Craft Labourer	3	N/A	50	N/A	N/A
Gas Utility Operator	6	N/A	0	N/A	N/A
Steel Detailer	0	N/A	0	N/A	N/A
Warehousing	11	N/A	19	N/A	N/A
Total - Occupations	**20**	**N/A**	**69**	**N/A**	**N/A**
TOTAL	**5,446**	**4,093**	**621**	**448**	**293**

Source *Alberta Advanced Education*

* Individuals issued more than one certificate in 2004 are counted here only once.
** Indicates that some, not all, branches of this trade have a Red Seal designation.

N/A = Not Applicable.

Note 1 A Qualification Certificate is a certificate issued to individuals who, through an assessment of their prior work experience, knowledge and skills in a designated trade or occupation, demonstrate they meet the standards set for certification in Alberta. In 2004, 396 of the Qualification Certificates were issued with an Interprovincial Standards Red Seal.

Note 2 These 448 Interprovincial Standards Red Seals were issued to individuals who obtained provincial/territorial certification in another jurisdiction, and who passed the interprovincial examination in Alberta.

Note 3 The 293 Equivalency documents were issued to recognize a certificate or document (e.g. a trade certificate obtained in another Canadian jurisdiction) as equivalent to a trade certificate granted under the *Apprenticeship and Industry Training Act* when the skills and knowledge on which that certificate or document is based have been deemed to be equivalent to those of Alberta certified tradespeople in that trade.

Table 6

Total Number of Completed Apprentices, Trainees Certified, and Individuals Issued Qualification Certificates, 1999 to 2004*

TRADE/OCCUPATION	1999	2000	2001	2002	2003	2004
Agricultural Equipment Technician	36	29	34	15	17	4
Applicance Service Technician	5	8	12	15	11	10
Auto Body Technician	91	90	57	64	85	89
Automotive Service Technician	328	308	346	314	312	316
Baker	67	41	43	37	48	28
Boilermaker	19	26	12	20	21	26
Bricklayer	12	9	16	24	14	21
Cabinetmaker	35	36	38	31	54	44
Carpenter	192	166	193	213	241	246
Communication Technician	5	31	37	68	78	43
Concrete Finisher	6	7	10	19	7	9
Cook	195	145	153	134	139	165
Crane and Hoisting Equipment Operator	155	177	248	255	284	326
Electrical Motor Systems Technician	4	11	8	3	9	5
Electrician	418	409	567	684	700	825
Electronic Technician	13	4	9	5	8	7
Elevator Constructor	4	4	6	8	4	19
Floorcovering Installer	12	1	4	5	3	1
Gasfitter	43	53	50	43	34	41
Glazier	7	10	11	4	14	16
Hairstylist	491	440	421	432	508	600
Heavy Equipment Technician	429	392	490	664	623	437
Instrument Technician	94	111	110	145	204	186
Insulator	35	18	29	34	31	53
Ironworker	20	15	23	52	64	88
Ironworker - Metal Building Systems Erector	38	19	11	23	18	15
Landscape Gardener	33	24	22	21	20	23
Lather-Interior Systems Mechanic	7	0	3	0	5	7
Locksmith	9	5	4	5	0	3
Machinist	134	112	96	153	97	104
Millwright	214	162	221	190	219	191
Motorcycle Mechanic	19	15	14	26	24	19

Table 6 (continued)

Total Number of Completed Apprentices, Trainees Certified, and Individuals Issued Qualification Certificates, 1999 to 2004*

TRADE/OCCUPATION	1999	2000	2001	2002	2003	2004
Outdoor Power Equipment Technician (Note 1)	N/A	N/A	4	52	7	7
Painter and Decorator	14	21	29	16	16	21
Parts Technician	108	98	106	110	124	116
Plumber	125	109	151	206	275	279
Power Lineman	30	25	33	22	23	43
Power System Electrician	12	14	8	14	15	32
Recreation Vehicle Service Technician	16	13	27	13	14	18
Refrigeration and Air Conditioning Mechanic	53	54	59	63	72	69
Roofer	10	12	10	3	6	15
Sawfiler	8	8	7	5	5	1
Sheet Metal Worker	63	61	46	73	71	90
Sprinkler Systems Installer	21	10	13	25	23	36
Steamfitter-Pipefitter	104	77	101	131	156	249
Structural Steel and Plate Fitter	28	19	22	23	25	29
Tilesetter	1	0	4	5	9	9
Tool and Die Maker	0	0	0	3	1	0
Transport Refrigeration Technician	4	8	6	2	5	10
Water Well Driller	10	4	9	7	6	7
Welder	690	888	855	743	902	980
Total - Trades	4,467	4,299	4,788	5,222	5,651	5,978
Construction Craft Labourer	377	257	141	35	43	53
Gas Utility Operator	12	10	10	7	11	6
Steel Detailer	N/A	N/A	N/A	N/A	0	0
Warehousing	721	150	11	9	19	30
Total - Occupations	1,110	417	162	51	73	89
TOTAL	**5,577**	**4,716**	**4,950**	**5,273**	**5,724**	**6,067**

Source *Alberta Advanced Education*

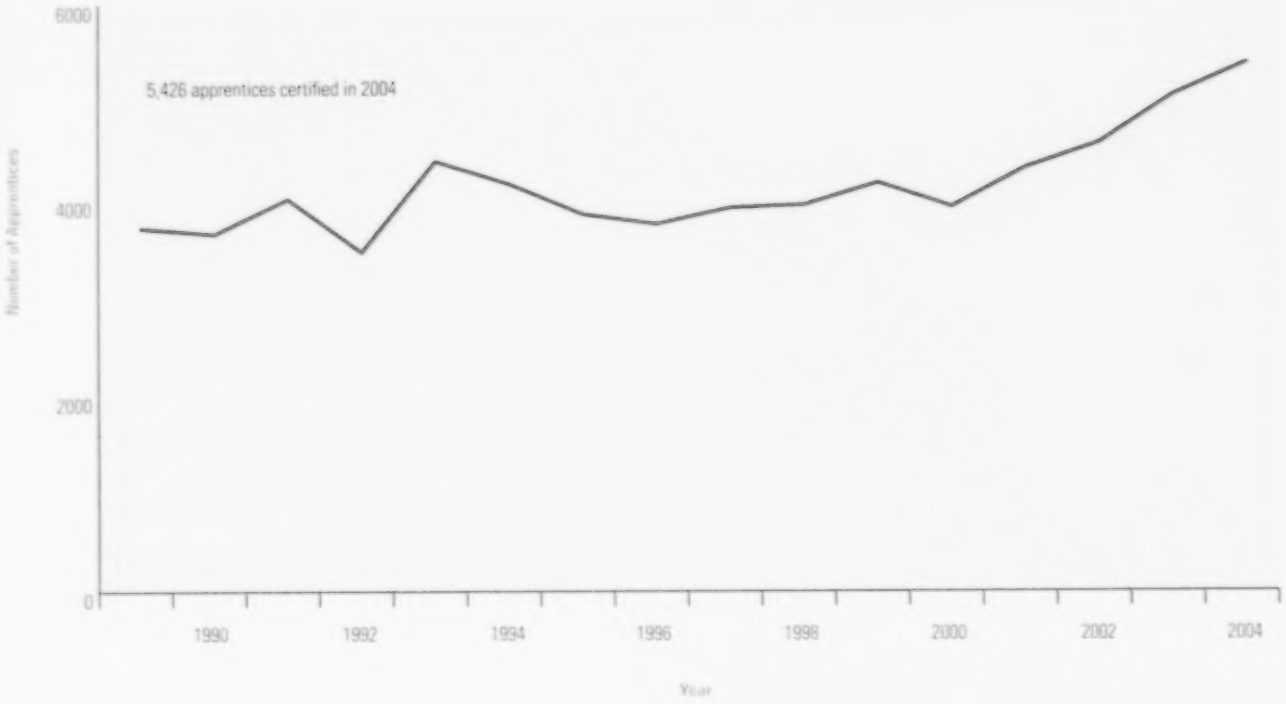
* Individuals issued more than one certificate in 2004 are counted here only once.

N/A = Not Applicable. Data does not exist in one or more of the specified years.

Note 1 Outdoor power equipment technician became a designated trade in 2001.
Note 2 Apprenticeship programs become available for the tool and die maker trade as of April 1, 2003.

Chart 4

Completed Apprentices Certified, 1989 to 2004*



Source *Alberta Advanced Education*

*This graph represents statistics covering calendar years (January to December)

Table 7

Technical Training Attendance by Institution and School Year*, 1999/2000 to 2004/2005

	1999/2000	2000/01	2001/02	2002/03	2003/04	2004/05
Delmar College of Hair Design (Note 1)	89	93	119	117	115	125
Fairview College (Note 2)	671	667	763	797	813	N/A
Keyano College	396	394	461	456	482	471
Lakeland College	542	584	677	778	773	706
Lethbridge Community College	590	625	690	696	647	610
Marvel College (Note 1)	54	73	84	81	83	90
Medicine Hat College	249	270	294	339	315	320
Northern Alberta Institute of Technology (Note 2)	6,974	7,114	8,005	8,897	9,208	9,384
Olds College	220	200	203	206	199	226
Petroleum Industry Training Service (Note 3)	2	80	77	112	196	242
Portage College	0	0	47	45	43	64
Red Deer College	1,322	1,450	1,683	1,906	1,795	1,819
Southern Alberta Institute of Technology	4,447	4,706	5,075	5,559	5,710	5,762
Other Training Providers (Note 4)	24	31	79	81	85	85
TOTAL	**15,580**	**16,287**	**18,257**	**20,070**	**20,464**	**19,904**

Source Alberta Advanced Education

* These statistics cover the school year from August 1 to July 31.

Note 1 The Delmar College and Marvel College provide technical training for hairstylists. The hairstylist trade has a two-year apprenticeship program.
Note 2 Effective July 1, 2004, NAIT assumed responsibility for Fairview College.
Note 3 Petroleum Industry Training Service trains only crane and hoisting equipment operator - wellhead boom truck, which is a one-year apprenticeship program.
Note 4 Other training providers include:
ATCO Electric - is accredited to provide technical training for its power lineman apprentices.
British Columbia Institute of Technology - provides sawfiler technical training.
Fortisalberta inc - (previously Aquila Networks Canada, Utilicorp Networks Canada and Trans Alta Utilities) is accredited to provide technical training for its power lineman apprentices.
Grande Cache Institution - provides apprenticeship training to inmates.
Northern Lakes College - provides carpenter technical training.

Table 8

Total Number of Apprentices by Trade and Period (or Year) of Training, 2004*

TRADE	1st Period	2nd Period	3rd Period	4th Period	9th Period (Note 1)	Total Apprentices
Agricultural Equipment Technician	72	29	21	19	13	154
Appliance Service Technician	45	13	21	N/A	5	84
Auto Body Technician	267	253	24	N/A	46	590
Automotive Service Technician	1,000	530	769	371	259	2,929
Baker	67	41	28	N/A	59	195
Boilermaker	36	27	89	23	14	189
Bricklayer	58	87	47	N/A	20	212
Cabinetmaker	159	89	71	66	14	399
Carpenter	1,565	605	439	352	130	3,091
Communication Technician	61	25	63	64	44	257
Concrete Finisher	54	5	N/A	N/A	27	86
Cook	358	194	228	N/A	210	990
Crane and Hoisting Equipment Operator	1,184	75	132	N/A	288	1,679
Electrical Motor Systems Technician	11	14	3	13	15	56
Electrician	1,697	1,631	1,351	1,389	354	6,422
Electronic Technician	4	11	2	7	2	26
Elevator Constructor	0	1	4	N/A	83	88
Floorcovering Installer	44	4	N/A	N/A	7	55
Gasfitter	103	50	71	N/A	54	278
Glazier	55	32	33	30	6	156
Hairstylist	613	453	N/A	N/A	918	1,984
Heavy Equipment Technician	1,126	552	561	369	225	2,833
Instrument Technician	397	270	221	225	226	1,269
Insulator	206	117	96	N/A	42	461
Ironworker	137	16	40	53	48	294
Ironworker - Metal Building Systems Erector	64	3	N/A	N/A	7	74
Landscape Gardener	71	27	31	27	26	182
Lather-Interior Systems Mechanic	39	28	9	N/A	15	91

Table 8 (continued)

Total Number of Apprentices by Trade and Period (or Year) of Training, 2004*

TRADE	1st Period	2nd Period	3rd Period	4th Period	9th Period (Note 1)	Total Apprentices
Locksmith	23	15	12	10	0	60
Machinist	227	209	228	153	69	886
Millwright	359	316	297	275	70	1,357
Motorcycle Mechanic	66	53	12	30	13	174
Outdoor Power Equipment Technician	40	25	8	5	11	84
Painter and Decorator	89	14	35	N/A	16	154
Parts Technician	259	204	147	N/A	31	651
Plumber	956	701	531	386	148	2,722
Power Lineman	119	46	88	N/A	37	289
Power System Electrician	13	6	40	54	6	119
Recreation Vehicle Service Technician	66	37	17	N/A	7	127
Refrigeration and Air Conditioning Mechanic	165	138	116	80	34	533
Roofer	85	43	16	N/A	16	160
Sawfiler	2	4	5	5	8	16
Sheet Metal Worker	427	152	174	158	33	944
Sprinkler Systems Installer	79	54	58	N/A	48	239
Steamfitter-Pipefitter	667	433	325	248	73	1,746
Structural Steel and Plate Fitter	47	47	33	N/A	4	131
Tilesetter	34	7	5	N/A	11	57
Tool and Die Maker (Note 2)	7	0	3	N/A	0	10
Transport Refrigeration Technician	19	13	2	N/A	23	48
Water Well Driller	22	5	N/A	N/A	5	32
Welder	2,067	1,162	1,125	N/A	346	4,700
TOTAL	**15,371**	**8,911**	**7,631**	**4,412**	**4,158**	**40,483**

Source *Alberta Advanced Education*

* These statistics cover the calendar year from January 1 to December 31, 2004.

N/A - Not all trades have four periods. The N/As indicate where there is no period in that trade.

Note 1 9th Period Apprentices are those apprentices who have completed or who have been granted credit for all technical training requirements in their apprenticeship program. Industry examination and work experience/on-the-job training requirements for the trade have yet to be successfully completed.
Note 2 Apprenticeship programs become available for the tool and die maker trade as of April 1, 2003.

Table 9

Number of Apprentices Registered, Certified and Attending Technical Training by Apprenticeship and Industry Training Office Locations, 2004*

	Total Apprentices Registered	New Apprentices* Registered	Apprentices Certified	Technical Training Attendance**
Calgary	10,227	3,101	1,463	5,175
Lethbridge	1,293	431	247	702
Medicine Hat	1,329	396	155	596
Red Deer	3,548	1,332	551	1,893
Total - South Region	**16,397**	**5,260**	**2,416**	**8,366**
Bonnyville	992	288	127	477
Edmonton	15,434	4,557	2,067	7,506
Fort McMurray	1,895	652	205	852
Grande Prairie	1,782	717	216	784
Hinton	678	258	83	332
Peace River	641	216	67	310
Slave Lake	771	248	93	370
Vermilion	896	309	147	549
Total - North Region	**23,089**	**7,245**	**3,006**	**11,180**
Total - Regions	**39,486**	**12,505**	**5,422**	**19,546**
Interprovincial - Training Only (Note 1)	616	129	N/A	244
Interprovincial/International - Training and Certification (Note 2)	381	112	4	81
Total - Other	997	241	4	325
TOTAL	**40,483**	**12,746**	**5,426**	**19,871**

(Note 3)

Source *Alberta Advanced Education*

* This table represents statistics covering the January to December 2004 calendar year. Technical training in the previous table is reported as school year. For this table only, the technical training statistics cover the calendar year for comparability within this table.

** Attendance reflects the number of technical training seats occupied.

Note 1 Alberta provides training for apprentices from other provinces and territories where the trade is designated but the jurisdictions are unable to provide technical training due to small apprentice registration numbers. Alberta does not issue these individuals a certificate. They are not counted in Table 4 under Apprentices Certified.

Note 2 Alberta registers apprentices and provides technical training to persons from jurisdictions where no program exists. Alberta issues a certificate on completion of the program.

Note 3 Not all apprentices attend technical training in any given year. Approximately 65% to 75% of all registered apprentices in any year are eligible to attend a period of technical training. Of this number, approx 80% attend a period of technical training in a given year. The reasons apprentices do not attend technical training vary and include:

- some have successfully completed all of the technical training but do not have all of the required on-the-job training to be certified;
- some are still attending high school and are not able to attend technical training;
- some require upgrading before they are able to attend technical training;
- some have been registered within the previous six months and would not normally attend technical training until they had at least 9 - 12 months of on-the-job training with their employer;
- some are graduates of accredited post-secondary technical programs and have received credit for their technical training;
- some are certified tradespeople in a related trade and have received credit for portions of the technical training in the trade in which they are an apprentice.

Table 10

Industry Committee Meetings by Trade/Occupation, 2004

TRADE/OCCUPATION	Provincial Apprenticeship Committees/ Occupational Committees	Provincial Apprenticeship Sub-Committees/ Ocuupational Sub-Committees (Note 2)	Total Provincial Apprenticeship/ Occupational Committees	Total Local Apprenticeship Committees	Total All Committees
Agricultural Equipment Technician	1	2	3	N/A	3
Appliance Service Technician	0	1	1	0	1
Auto Body Technician	0	2	2	1	3
Automotive Service Technician	0	3	3	7	10
Baker	1	0	1	2	3
Boilermaker	0	3	3	N/A	3
Bricklayer	1	2	3	1	4
Cabinetmaker	1	0	1	2	3
Carpenter	1	3	4	9	13
Communication Technician	1	1	2	1	3
Concrete Finisher	1	0	1	N/A	1
Cook	1	8	9	3	12
Crane and Hoisting Equipment Operator	1	4	5	5	10
Electrical Motor Systems Technician	0	5	5	2	7
Electrician	1	8	9	6	15
Electronic Technician	1	0	1	0	1
Elevator Constructor	0	0	0	N/A	0
Floorcovering Installer	2	1	3	N/A	3
Gasfitter	1	4	5	2	7
Glazier	0	1	1	2	3
Hairstylist	0	3	3	7	10
Heavy Equipment Technician	0	3	3	9	12
Instrument Technician	0	2	2	0	2
Insulator	1	6	7	N/A	7
Ironworker	2	2	4	N/A	4
Landscape Gardener	0	1	1	0	1
Lather-Interior Systems Mechanic	0	2	2	N/A	2
Locksmith	0	1	1	2	3
Machinist	0	1	1	2	3
Millwright	1	2	3	3	6
Motorcycle Mechanic	0	1	1	3	4
Outdoor Power Equipment Technician	1	2	3	1	4

Table 10 (continued)

Industry Committee Meetings by Trade/Occupation, 2004

TRADE/OCCUPATION	Provincial Apprenticeship Committees/ Occupational Committees	Provincial Apprenticeship Sub-Committees/ Ocuupational Sub-Committees (Note 2)	Total Provincial Apprenticeship/ Occupational Committees	Total Local Apprenticeship Committees	Total All Committees
Painter and Decorator	0	7	7	7	4
Parts Technician	1	2	3	5	8
Plumber	1	1	2	1	3
Power Lineman	0	5	5	1	6
Power System Electrician	1	0	1	N/A	1
Recreation Vehicle Service Technician	1	1	2	3	5
Refrigeration and Air Conditioning Mechanic	0	5	5	2	7
Roofer	2	2	4	N/A	4
Sawfiler	0	0	0	N/A	0
Sheet Metal Worker	0	5	5	4	9
Sprinkler Systems Installer	0	0	0	2	2
Steamfitter- Pipefitter	0	4	4	5	9
Structural Steel and Plate Fitter	0	1	1	N/A	1
Tilesetter	1	1	2	1	3
Tool and Die Maker	0	1	1	N/A	1
Transport Refrigeration Technician	0	0	0	N/A	0
Water Well Driller	1	3	4	N/A	4
Welder	1	2	3	6	9
Total - All Trades	28	109	137	102	239
Construction Craft Labourer Occupation	0	0	0	N/A	0
Gas Utility Operator Occupation	1	0	1	N/A	1
Petroleum Services Occupations (Note 1)	1	0	3	N/A	3
Steel Detailer	1	5	6	N/A	6
Warehousing Occupation	0	0	0	N/A	0
Total - All Occupations	5	5	10	N/A	10
Total - All Trades and Occupations	**33**	**114**	**147**	**102**	**249**

Source: Alberta Advanced Education

N/A Not applicable refers to trades where local apprenticeship committees do not exist. Designated occupations do not have local committees.
Note 1 There was a Provisional Committee for the Petroleum Services Occupations.
Note 2 Some of the provincial apprenticeship sub-committee meetings were joint meetings, therefore, they appear for each trade but are only counted once in the final total.

Table 11

Number of Participants in the Registered Apprenticeship Program (RAP) by Trade as of December 31, 2004

TRADE DESCRIPTION	High School	Full Time	Certified (Note 1)
Agricultural Equipment Technician	12	10	7
Appliance Service Technician	2	2	1
Auto Body Technician	48	70	17
Automotive Service Technician	151	225	78
Baker	4	6	3
Boilermaker	1	0	0
Bricklayer	5	10	1
Cabinetmaker	21	32	8
Carpenter	114	180	24
Communication Technician	2	2	1
Concrete Finisher	3	5	1
Cook	67	81	14
Crane and Hoisting Equipment Operator	2	6	3
Electrical Motor Systems Technician	1	0	0
Electrician	120	212	55
Electronic Technician	1	1	0
Elevator Constructor	0	0	0
Floorcovering Installer	5	4	1
Gasfitter	2	3	1
Glazier	7	8	1
Hairstylist	95	136	140
Heavy Equipment Technician	144	177	82
Instrument Technician	27	48	7
Insulator	1	1	0
Ironworker	1	2	0
Ironworker - Metal Building Systems Erector	0	1	0
Landscape Gardener	6	8	0
Lather-Interior Systems Mechanic	3	3	0
Locksmith	3	5	0

Table 11 (continued)

Number of Participants in the Registered Apprenticeship Program (RAP) by Trade
as of December 31, 2004

TRADE DESCRIPTION	High School	Full Time	Certified (Note 1)
Machinist	18	31	13
Millwright	24	52	13
Motorcycle Mechanic	17	13	3
Outdoor Power Equipment Technician	11	7	0
Painter and Decorator	3	4	1
Parts Technician	23	27	23
Plumber	42	64	15
Power Lineman	2	5	2
Power System Electrician	0	0	0
Recreational Vehicle Service Technician	5	1	2
Refrigeration and Air Conditioning Mechanic	12	12	2
Roofer	2	3	0
Sawfiler	0	0	0
Sheet Metal Worker	14	15	4
Sprinkler Systems Installer	3	7	1
Steamfitter-Pipefitter	18	35	4
Structural Steel and Plate Fitter	7	2	2
Tilesetter	4	0	1
Tool and Die Maker	0	0	0
Transport Refrigeration Mechanic	2	2	0
Water Well Driller	0	2	0
Welder	168	229	137
TOTAL	**1,223**	**1,749**	**668**

(Note 1)

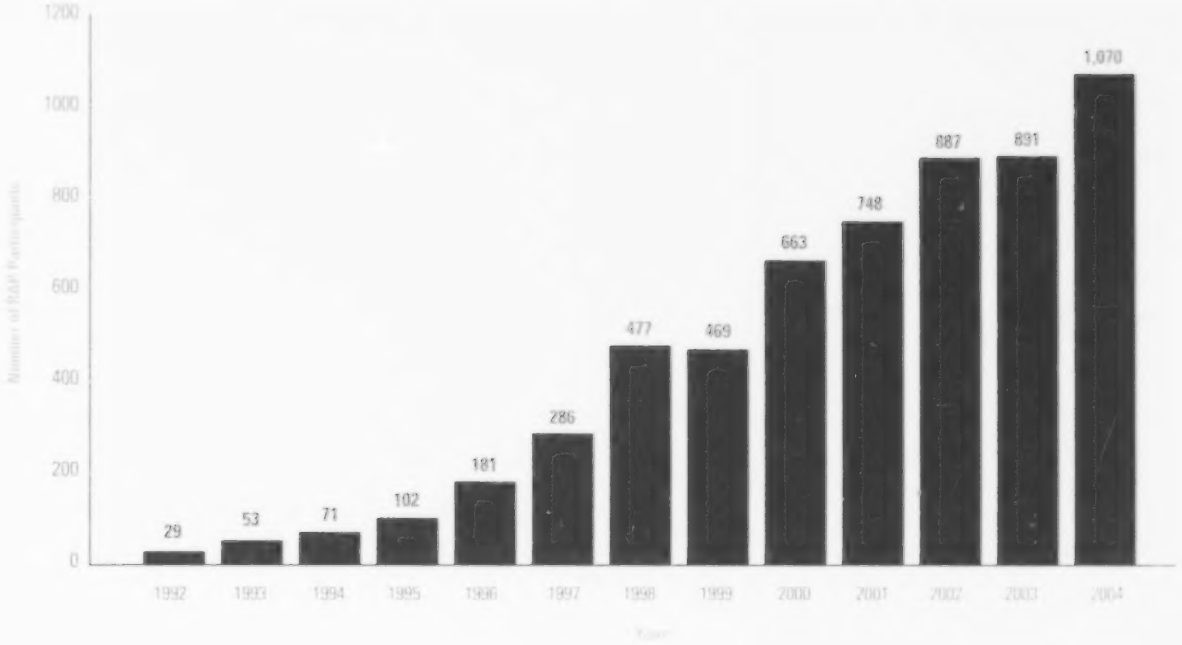
Source: *Alberta Advanced Education*

High School = RAP students currently in high school.
Full Time = RAP students who have completed high school and are now full-time apprentices.
Certified = RAP students who have completed their apprenticeship program and are now certified tradespeople.

Note 1: Total number of RAP students certified since inception of program.

Chart 5

Number of New Registrants in the Registered Apprenticeship Program (RAP) by Year, 1992 to 2004*



Source *Alberta Advanced Education*

* This graph represents statistics covering calendar years (January to December)

Award and Scholarship Recipients

Top Apprentice Awards 2003-2004

	Recipient	Trade	City/Town	Employer
1	Ryan Adam	Glazier	Edmonton	Cantech Glass Contracting Inc.
2	Lyle Arnold	Crane and Hoisting Equipment Operator - Medium Boom Truck	Edmonton	Lyle Arnold Welding
3	Patrick Bodnarek	Ironworker	Edmonton	Ironworkers Apprenticeship Administration Agency
4	Mark Borzel	Appliance Service Technician	Grande Prairie	Superior Appliance
5	Shilo Brade	Hairstylist	Barrhead	Beauty Bound
6	Michael Caforio	Bricklayer	Edmonton	Scorpio Masonry (Northern) Ltd.
7	Sean Callaghan	Transport Refrigeration Technician	Calgary	Thermo King Western (Calgary) Inc.
8	Bradley Coleman	Power System Electrician	Cochrane	Enmax Calgary's Electric System
9	Dale Cowan	Heavy Equipment Technician -Truck and Transport Mechanic	Edmonton	First Truck Centre
10	Richard Dayman	Parts Technician	Calgary	Burnco Rock Products Ltd.
11	Axel Doepel	Electrical Motor Systems Technician	Hinton	Panther Control Ltd.
12	Jennifer Douglas	Cook	Turney Valley	Calgary Petroleum Club
13	David Elia	Electronic Technician	Calgary	Enmax Calgary's Electric System
14	Cameron Fehr	Cabinetmaker	Milk River	The Furniture Works
15	Mark Fenton	Boilermaker	Fort McMurray	Boilermaker Apprenticeship Administration Agency
16	Tyson Frank	Refrigeration and Air Conditioning Mechanic	Canmore	Heat/Cool Refrigeration
17	Ryan Frederiksen	Welder	Redcliff	Hranco Welding Services 1991 Ltd.
18	Peter Froese	Carpenter	Red Deer	Shunda Consulting & Construction Management Ltd.
19	Carl Getzinger	Locksmith	Stony Plain	Parkland School Division #70
20	Christopher Harach	Auto Body Technician - Auto Body Repairer	Stony Plain	Grove Collision Repairs Ltd.
21	Cory Harder	Sprinkler Systems Installer	Lacombe	Upper Valley Fire Protection
22	Kevin Hayduk	Crane and Hoisting Equipment Operator - Heavy Boom Truck	Drayton Valley	Heck's Trucking Oilfield Hauling Ltd.
23	Shane Higginson	Communication Technician	Calgary	Telus Communications
24	Christopher Jones	Baker	Calgary	City Bakery
25	Corey Kirchner	Heavy Equipment Technician - Transport Trailer Mechanic	Gunn	Edmonton Trailer Repair Ltd.
26	Jacob Kirkland	Painter and Decorator	Calgary	Calgary Zoo
27	Shawn Kollin	Lather - Interior Systems Mechanic	Calgary	Alpine Drywall Calgary Ltd.
28	Robert Krahn	Gasfitter - 1st Class	Wetaskiwin	Magnum Mechanical Systems Ltd.

Top Apprentice Awards 2003-2004 (continued)

	Recipient	Trade	City/Town	Employer
29	Aaron Landers	Steamfitter - Pipefitter	Drayton Valley	Flint Field Services Ltd.
30	John Linnert	Tilesetter	St. Albert	John Grayson Contracting Inc.
31	Kenneth Livingstone	Heavy Equipment Technician	Sexsmith	Union Tractor Limited
32	Brent MacDougall	Machinist	Whitecourt	Crawford Machinery Ltd.
33	Lowell McNichol	Roofer	Calgary	Sunik Roofing
34	Robert Mulder	Sheet Metal Worker	Lethbridge	Kodiak Mechanical Contractors Ltd.
35	Michael Nichol	Auto Body Technician - Auto Body Refinisher	Calgary	Assured Auto Body Inc.
36	Andrew Nyberg	Plumber & Gasfitter 2nd Class	Edmonton	F & D Mechanical Services Ltd.
37	Darcy Paul	Insulator	Red Deer	Quinn Construction Ltd.
38	Kevin Pearce	Crane and Hoisting Equipment Operator - Wellhead Boom Truck	Lacombe	Stinger Inc.
39	Jeremy Peters	Automotive Service Technician	Fairview	Northgate Honda & Leisure Products
40	Russell Peters	Sawfiler	High Level	Tolko Industries Ltd. High Level Lumber Division
41	David Reithmayer	Millwright	Vegreville	Kon's Welding Ltd.
42	Jason Richards	Power Lineman	Red Deer	City of Red Deer
43	Warren Rowland	Electrician	Castor	Pyramid Electric Corporation
44	Stephen Rutherford	Instrument Technician	Grande Prairie	Pronghorn Controls
45	Paul Schaufele	Water Well Driller	Bow Island	Lifewater Drilling
46	Steven Scheers	Auto Body Technician - Autobody Prepper	Ardrossan	Paul and Mike's Autobody
47	Dustin Schmidt	Crane and Hoisting Equipment Operator - Mobile Crane	Vegreville	Northern Crane Service
48	Duane Simpson	Structural Steel and Plate Fitter	Sherwood Park	Capital Steel Inc.
49	Justin Sypulski	Ironworker - Metal Building	Red Deer	Steel Struc Erectors Ltd.
50	Joseph Tait	Concrete Finisher	Calgary	Lafarge Construction Materials
51	Warren Thunstrom	Recreation Vehicle Service Technician	Red Deer	Woody's R.V. World
52	Ryan Ward	Heavy Equipment Technician - Heavy Duty Equipment Mechanic (Off Road)	Edmonton	Simson-Maxwell
53	Donald Webb	Motorcycle Mechanic	Drayton Valley	Stetson Motors 2000 Ltd.
54	Helen Yuen	Landscape Gardener	Calgary	Edenscapes

2003-2004 RAP Scholarship Recipients

	Sponsor	Recipient	Trade
1	Alberta Building Trades Council/Construction Labour Relations - An Alberta Association RAP Scholarship	Curtis Weisgerber	Millwright
2	Alberta-Pacific Forest Industries Inc. RAP Scholarship	Dustin Minns	Heavy Equipment Technician
3	Allan Askeland RAP Scholarship	Tyler Mclean	Heavy Equipment Technician
4	Bill and Catharine Watson and Family RAP Scholarship	Scott Mcmanus	Plumber and Gasfitter 2nd Class
5	Calgary Foundation - Cadmus Fund RAP Scholarships	Dustin Ballard	Heavy Equipment Technician
6		Vance Caudron	Motorcycle mechanic
7	Christian Labour Association of Canada RAP Scholarship	Chad Tiedemann	Carpenter
8	Construction Labour Relations - An Alberta Association/Alberta Building Trades Council RAP Scholarship	Jean-Pierre Stelter	Welder
9	Electrical Contractors Association of Alberta RAP Scholarships	Jonathan Croft	Electrician
10		Thomas Dykstra	Electrician
11	Flint Energy Services Ltd. RAP Scholarship	David Beacom	Welder
12	Fluor Constructors Canada Ltd. RAP Scholarship	Dustin Christensen	Electrician
13	International Brotherhood of Boilermakers and the Boilermaker Training Trust Fund RAP Scholarship	Justin Ewanchuk	Welder
14	Ironworkers Local 720 and Local 725 RAP Scholarship	Ashley Zinnick	Welder
15	Jacobs Catalytic Ltd. RAP Scholarship	Tedman Parkinson	Welder
16	Kellogg, Brown and Root (Canada) Company RAP Scholarship	Brian Thompson	Welder
17	Maxam Contracting Ltd. RAP Scholarship	Justin Keating	Carpenter
18	Mechanical Contractors Association of Alberta RAP Scholarship	Robert Goodwin	Plumber and Gasfitter 2nd Class
19	Merit Contractors Association RAP Scholarship	Brandon Kam	Electrician
20	Modern Beauty Supplies Inc. RAP Scholarship	Sarah Gale	Hairstylist
21	Motor Dealers' Association of Alberta RAP Scholarship	Maurice St. Arnault	Automotive Service Technician
22	NOVA Chemicals Corporation RAP Scholarship	Taylor Boland	Electrician
23	PCL Industrial Constructors Inc. RAP Scholarship	Dustin Schmidt	Electrician
24	Shell Canada Limited RAP Scholarship	Joel Macdonald	Electrician
25	Syncrude Canada Ltd. RAP Scholarship	Garrett Pearman	Electrician
26	The Optimist Club of Sherwood Park RAP Scholarship	Brent Bigney	Carpenter
27	TransCanada Pipelines Limited RAP Scholarship	Robert Boucher	Millwright

2003-2004 RAP Scholarship Recipients (continued)

	Sponsor	Recipient	Trade
28	Alberta Apprenticeship and Industry Training Board RAP Scholarships	Rachel Bilobroka	Hairstylist
29		Adam Clifford	Welder
30		Trinidy Dawydiuk	Parts Technician
31		Ross Evans	Automotive Service Technician
32		Kathryn Fraser	Hairstylist
33		Kyla Fraser	Hairstylist
34		Ryan Furst	Agricultural Equipment Technician
35		Kyle Gross	Agricultural Equipment Technician
36		Anthony Haynes	Automotive Service Technician
37		Cassandra Hojnik	Cabinetmaker
38		Garrett Jobidon	Automotive Service Technician
39		Tyce Kootstra	Steamfitter-Pipefitter and Gasfitter 2nd Class
40		Corrine Lang	Cook
41		Kevin Lega	Heavy Equipment Technician
42		Jeffrey Orme	Auto Body Technician-Auto Body Refinisher
43		Jordan Schmidt	Automotive Service Technician
44		Luke Sedor	Bricklayer
45		Marc St. Martin	Cabinetmaker
46		Matthew Tessmann	Carpenter
47		Jaylene Wallgren	Hairstylist
48		Keith Weeks	Automotive Service Technician
49		Darren Westworth	Landscape Gardener
50		Cheryl Woycenko	Hairstylist

2004 AIT Scholarship Recipients

	Sponsor	Recipient	Trade
1	Alberta Building Trades Council and Construction Labour Relations – An Alberta Association Scholarship	Matthew Wolff	Plumber and Gasfitter - 2nd Class
2	Alberta Building Trades Council Scholarship	Adam R. Lemos	Steamfitter-Pipefitter
3	Alberta Construction Association/Thygesen Apprentice Scholarships	Blair Drouard	Millwright
4		Ryan Cotton	Lather-Interior Sytems Mechanic
5		Richard Eben-Ebenau	Instrument Technician
6		Kevin Felix	Millwright
7		Gary Hearnegh	Heavy Equipment Technician
8		Emily Hunt	Cook
9		Royce Koester	Crane and Hoisting Equipment Operator - Medium Boom Truck
10		Christopher McEachen	Sheet Metal Worker
11		Kaie J. Morton	Sprinkler Systems Installer
12		Dora Row	Painter and Decorator
13		Kuan Yee	Electrician
14	Albian Sands Energy Inc Apprenticeship Scholarship	Robert Kelly	Electrician
15	Alex Munro Aboriginal Apprenticeship Scholarship	James Callaux	Welder
16	Alggin Metal Industries Ltd. Gino Bianchini Memorial Scholarship	Dennis A. Armstrong	Sheet Metal Worker
17	Arpi's Scholarship	Melvin Reid	Sheet Metal Worker
18	ATCO Power Ltd. Scholarship	Keith Bibbey	Instrument Technician
19	Athabasca Oil Sands Project Excellence Award	Ryan Pozo	Instrument Technician
20	AWMAC - Northern Alberta Chapter Scholarship	Scott Stephen	Cabinetmaker
21	AWMAC - Southern Alberta Chapter Scholarship	David Bjorgan	Cabinetmaker
22	Bill (Curly) Watson Memorial Scholarship	Kenneth A. Strap	Electrician
23	Bob Stollery Apprentice Scholarships	Dustin Audet	Millwright
24		Gregory J. Booth	Carpenter
25		Shaun P. Hummel	Electrician
26		Kenneth Schafer	Electrician
27		Timothy Van Staden	Carpenter
28	Boilermaker Apprenticeship Administration Agency Scholarship	Roger Dargis	Welder
29	Bunch Welding Scholarship	Travis Shimak	Refrigeration and Air Conditioning Mechanic
30	C.L. (Pat) Hill / Charlton & Hill Ltd. Scholarship	Cody Steeves	Sheet Metal Worker
31	Calgary Construction Association - Bob Scrimgeour Scholarship	Neal Burgess	Electrician
32	Calgary Construction Association - Greg Davidson Scholarship	Avery Thoen	Millwright
33	Calgary Construction Association - Ken Kennedy Scholarship	Michael W. Campbell	Heavy Equipment Technician
34	Calgary Construction Association - Ken Trueman Scholarship	Louise Tompkins	Electrician

2004 AIT Scholarship Recipients (continued)

	Sponsor	Recipient	Trade
35	Calgary Construction Association - Pat Barry Scholarship	Jason Stang	Bricklayer
36	Calgary Motor Dealers Association Scholarship	Terrence A. Olson	Automotive Service Technician
37	Canadian Institute of Steel Construction - Alberta Region Scholarship	Heath Heeman	Welder
38	Canem Systems Ltd. Scholarship	Darren P. Vandermeer	Electrician
39	Canyon Plumbing & Heating Ltd. Scholarship	Regent Noel	Plumber and Gasfitter - 2nd Class
40	Centaur Subaru Scholarship	Rick Lee	Automotive Service Technician
41	Chernos Electrical Contractors Ltd. Scholarship	Kirk Blake	Electrician
42	Christian Labour Association of Canada Scholarship	Mervin W. Burnias	Steamfitter-Pipefitter & Gasfitter
43	Clearwater Welding & Fabricating Ltd. Scholarship	Kelly A. Klemmeyer	Welder
44	Clifford J. Williams Scholarship	Aaron Wildeboer	Plumber and Gasfitter - 2nd Class
45	Comstock Canada Scholarship	Tyman Piper	Electrician
46	Construction Labour Relations - An Alberta Association - R. Neil Tidsbury Scholarship	Yolond Leclerc	Insulator
47	Construction Labour Relations - An Alberta Association and Alberta Building Trades Council Scholarship	Michael Piggott	Painter and Decorator
48	Construction Labour Relations - Alberta Association Scholarships	John de Wit	Millwright
49		Hardy Haase	Carpenter
50		Ryan Inman	Plumber and Gasfitter - 2nd Class
51	David Fagan Memorial Scholarship	Glen Andruiuk	Welder
52	ECAA and North West Chapter Alberta Apprenticeship Scholarship	David Moss	Electrician
53	Edmonton Pipe Trades Educational Trust Fund Local #488 Scholarship	Corey Watson	Instrument Technician
54	Edward R. Rewucki Scholarship	Ben W. Foreman	Automotive Service Technician
55	Edwards Garage Scholarship	Jameson A. George	Parts Technician
56	Electrical Contractors Association of Alberta Apprenticeship Scholarship	Alexander Bagnyuk	Electrician
57	EnCana Corporation Aboriginal Scholarship	Marleny Cardinal	Cook
58	EPCOR Aboriginal Scholarship	Gary J. Bray	Sheet Metal Worker
59	ExxonMobil Canada Scholarship	Bernard St Laurent	Heavy Equipment Technician
60	Ferguson Glass Scholarship	Terry A. Wells	Glazier
61	First Canadian Insurance Corporation Scholarship	Jason Tyndall	Automotive Service Technician
62	First North Catering Scholarship	Mary Ann Rocapidez	Cook
63	Fluor Constructors Canada Ltd. Scholarships	Trent J. Goertz	Electrician
64		Naomi Jones	Baker
65		Sherry L. Phillips	Electrician
66	G. Peterson Scholarship	Jason Eisbrenner	Machinist
67	General Presidents' Maintenance Committee Apprentice Scholarship	Bradley Black	Millwright
68	Grande Prairie Auto Dealers Association Scholarship	Cameron D. Isaac	Automotive Service Technician

2004 AIT Scholarship Recipients (continued)

	Sponsor	Recipient	Trade
69	Heninger Toyota Scholarship	Trevor Creegan	Automotive Service Technician
70	IBEW Local #424 / ECAA Alberta Apprenticeship Scholarship	Steven Barz	Electrician
71	Industrial Contractors Association of Canada Scholarship	Scott Anderson	Carpenter
72	Industrial Contractors Association of Canada Scholarship	Darren J. Dolman	Carpenter
73	J.B. (Bernie) Quinn Memorial Scholarship	Maureen Rosenfeldt	Steamfitter-Pipefitter
74	Kellogg Brown & Root (Canada) Company Scholarship	John Muraski	Welder
75	Ledcor Scholarship	Dustin Williams	Auto Body Repairer
76	Lehigh Inland Cement Limited George Ritz & George Street Memorial Scholarship	Kevin Stoker	Electrician
77	Lennox Canada Inc. Scholarship	Dwayne E. Oliver	Sheet Metal Worker
78	M & M Dabrowski Scholarship	Jonathan Harnish	Plumber and Gasfitter - 2nd Class
79	Masonry Contractors Association of Alberta Scholarship	Matthew Porter	Bricklayer
80	Masonry Contractors Association of Alberta Scholarship	Stephane Roy	Bricklayer
81	Maxam Contracting Ltd. Scholarship	Greg Walsh	Electrician
82	MDA Education Foundation Apprentice Scholarships	Steven P. Ashton	Automotive Service Technician
83		Denis J. Fisk	Automotive Service Technician
84		Matthew Perusini	Automotive Service Technician
85	Mechanical Contractors Association of Alberta (Southern) - Anderson Family Scholarship	Milan Kazi Milosovic	Plumber and Gasfitter - 2nd Class
86	Mechanical Contractors Association of Alberta (Southern) - Cameron A. Wright Scholarship	Victor A. Sloboda	Plumber and Gasfitter - 2nd Class
87	Mechanical Contractors Association of Alberta (Southern) - Frederick 'Jack' Deeves Scholarship	David D. Garland	Plumber and Gasfitter - 2nd Class
88	Mechanical Contractors Association of Alberta (Southern) - Gary L. Ellenton Scholarship	Wayne D. Arnold	Plumber and Gasfitter - 2nd Class
89	Mechanical Contractors Association of Alberta (Southern) - George E. Kienitz Scholarship	Kevin Boldt	Plumber and Gasfitter - 2nd Class
90	Mechanical Contractors Association of Alberta Scholarships	Benjamin J Bennetts	Plumber and Gasfitter - 2nd Class
91		Patrick A. Chatelaine	Gasfitter - 1st Class
92	Medicine Hat Construction Association Scholarship	Richard H. Wildeboer	Electrician
93	Merit Contractors Association Scholarships	Bruce Nickel	Sheet Metal Worker
94		Scot Peregrym	Heavy Equipment Technician
95		Gregory Smith	Electrician
96	PCL Industrial Constructors Inc. Scholarships	Josh Crick	Carpenter
97		Jason Gagnon	Steamfitter-Pipefitter
98		Paul Meek	Carpenter
99		Sheila Seeger	Welder
100		Derek Weber	Carpenter

2004 AIT Scholarship Recipients (continued)

	Sponsor	Recipient	Trade
101	Plante Nelson & Comfort Heating (1981) Ltd. Scholarship in Sheet Metal	Michael Vanderwal	Sheet Metal Worker
102	Red Deer Construction Association Scholarship	Dean G. Bye	Electrician
103	Refrigeration & Air Conditioning Contractors Association of Alberta Scholarship	Kevin Mulligan	Refrigeration and Air Conditioning Mechanic
104	S.E. Johnson Ltd. - Mechanical Contractors Apprentice Scholarship	Jeffrey J. Gibson	Plumber and Gasfitter - 2nd Class
105	Schendel Mechanical Contracting Ltd. Scholarship	Joseph L. Swan	Plumber and Gasfitter - 2nd Class
106	Scotiabank Dealer Finance Centre Scholarship	Christopher Miller	Automotive Service Technician
107	Sheet Metal Contractors Association of Alberta Scholarship	Jordan Huddlestone	Sheet Metal Worker
108	Sheet Metal Workers' International Association Local #8 Scholarship	Tim Chilton	Sheet Metal Worker
109	Sinclair Supply Ltd. Scholarship	Jason Pike	Refrigeration and Air Conditioning Mechanic
110	Southland Transportation Ltd. Scholarship	Eugene Urchyshyn	Heavy Equipment Technician
111	Spartan Controls Apprenticeship Award	John Watson	Instrument Technician
112	Suncor Energy Inc., Oil Sands Scholarships	Daniel J. Bounds	Electrician
113		Christopher Hoetmer	Heavy Equipment Technician
114		Chris Johnston	Instrument Technician
115		Jacqueline Weronka	Welder
116	Supreme Steel Scholarship	Michael Cutler	Welder
117		George A. Fuller	Structural Steel and Plate
118		Dusty J. Sand	Welder
119	Syncrude Aboriginal Scholarship	Trevor Hill	Electrician
120	Syncrude Canada Ltd. Scholarship	Paul Cyr	Electrical Motor Systems Technician
121	The Botting Group of Companies Scholarship	Paul Olmstead	Plumber and Gasfitter - 2nd Class
122	Thompson Family Foundation Scholarship	Paul Zellweger	Carpenter
123	TIAA Insulator Scholarship	Anita Erickson	Insulator
124	TransCanada Scholarship	Angus J. Potskin	Plumber and Gasfitter - 2nd Class
125	Trotter and Morton Scholarship	Jason Bessey	Sheet Metal Worker
126	U.A. Local #496 / Piping Industry Training School Scholarship	Brooke Price	Steamfitter-Pipefitter
127	United Association of Plumbers & Pipefitters Local #488 Scholarship	Michel Servant	Welder
128	United Association of Plumbers & Pipefitters Local #488 Supplementary Benefit Trust Fund Scholarship	Orin E. D'Mello	Refrigeration and Air Conditioning Mechanic
129	Wayward Steel Fabricators Ltd. Scholarships	Anthony C. Campbell	Welder
130		Jesse Franke	Welder
131		Larry Hamilton	Welder

2004 AIT Scholarship Recipients (continued)

	Sponsor	Recipient	Trade
132	Wilf Duke Memorial Scholarship	Dean Diesel	Steamfitter-Pipefitter and Gasfitter - 2nd Class
133	Alberta Apprenticeship and Industry Training Board Scholarships	Clayton Baerg	Heavy Equipment Technician
134		Michael Bayko	Instrument Technician
135		Jordan Brown	Electronic Technician
136		Hedley Burden	Steamfitter-Pipefitter
137		Dale Calvert	Automotive Service Technician
138		Richard Chadderton	Automotive Service Technician
139		Jason Courriont	Automotive Service Technician
140		Darren Degeer	Instrument Technician
141		Sharon Farrington	Cook
142		Jim Fisher	Glazier
143		David P. Forbes	Communication Technician
144		David Frey	Plumber and Gasfitter - 2nd Class
145		Bradley Hadden	Landscape Gardener
146		Steven Hawryliw	Electrician
147		Blair Hladilo	Parts Technician
148		Brad Hopkins	Agricultural Equipment Technician
149		Shawn Inge	Heavy Equipment Technician
150		Lizna Jiwa	Hairstylist
151		Darwin Johnson	Millwright
152		Darcy Klimach	Recreation Vehicle Service Technician
153		Joshua Lust	Power System Electrician
154		Christopher Margetts	Automotive Service Technician
155		Blaine Martin	Electrician
156		Bradley T. McFadzen	Motorcycle Mechanic
157		Corey McGuire	Cook
158		Patrick M. Medynski	Millwright
159		Larry Muhlbach	Locksmith
160		Lori Murray	Landscape Gardener
161		Alistair J Pangracs	Electrician
162		Eric Pettyjohn	Electrician
163		Bryan Rogalski	Machinist
164		Jacob A. Russell	Electrician
165		Gerhard Schmidt	Machinist
166		Justin Sypulski	Ironworker - Metal Building Systems Erector
167		Paul J. Teskey	Machinist
168		Chad Theriault	Refigeration and Air Conditioning Mechanic
169		Jarred Wegner	Automotive Service Technician

Alberta

Apprenticeship and
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